



Divi's Laboratories Ltd.

IMPACT ASSESSMENT REPORT OF DIVI'S EDUCATIONAL PROJECT

– *DEVELOPMENT OF GURUKULA PATASHALA, CHOUTUPPAL*

A CSR INITIATIVE OF DIVI'S

Report Prepared by

Deeksha – Centre for Learning and Action



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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.

To reach these objectives, the Company takes up sustainable growth activities in the neighbourhood or partner with agencies and provides support for various development activities. In this regard, *Promoting Education, Empowering women, Rural development, Preventive health care, Safe drinking water, Animal welfare, Improving the standard of living of the community* are the key priority areas for the Company's CSR activities. The company spends about 2.15% of the share from net profits of preceding 3 years towards CSR activities.

EDUCATIONAL ACTIVITIES:

In the area of *Promoting Education*, Divi's supports schools in promoting inclusive and equitable quality education by way of supporting scholarships, technical and vocational education to children, providing necessary infrastructure facilities, etc. The activities in the direction of empowering children are not limited to learning material alone but also include access to safe drinking water, nutritious food, regular health check-ups, appointment of teachers and setting up of new infrastructure necessary for advanced learning at schools.

IMPACT ASSESSMENT STUDY:

In compliance with the Government of India rules and regulations towards interventions under the CSR component of the Companies/Corporates, Divi's has approached Deksha Centre for Learning and Action (a non-profit organisation working in the areas of Child Rights, Adolescence issues, Health, Livelihoods and Gender equality) for taking up an impact Assessment of one of its

Education projects implemented through CSR funds at *Telangana State Residential School & Junior College for Girls (TSRS&JC,G), Choutuppal, Yadadri-Bhongir Dustrict.*

SPECIFIC OBJECTIVES:

The key objective is to assess the impact of the CSR funds expended in the school on the educational standards, knowledge levels and career awareness of the students.

METHODOLOGY:

The study is designed in a participatory and interactive mode to gather perceptions of different stakeholders - the teachers, parents and the students; and to analyze the overall impact. The focus of this assessment was three fold - academic, non-academic and social aspects.

STUDY TOOLS:

Questionnaire, Focus Group Discussions (FGD), Semi Structured Interviews and Small Group Discussions (SGD) based on pre-designed questions were the tools used. Besides, interaction with the Project staff from Divi's, secondary data collected from the Company and the School added the required information to fill in.

SAMPLE:

The sample included 10% of the total strength of the students for administering the questionnaire, 5% of the total strength of the students for FGD, 1 teacher per class (6th to Senior Intermediate), and about 18-20 parents. Gender balance is ensured while selecting the sample from teachers and parents. Teachers from different subjects are identified to get wider perspective. Similarly care is taken to include members from School Management Committee (SMC) among the parents.

FINANCIAL OUTLAY:

Divi's spent towards its CSR initiative in the TSRS&JC(Girls), Choutuppal was Rs.2,31,69,842.00

LIMITATIONS:

All said, at the field, the team had to face few limitations in identifying the planned sample and had to make a few adjustments without compromising on the parameters of the study. The study is a quick and time bound project. Hence the focus was mainly on understanding the direct impact of the CSR support received from Divi's.

KEY FINDINGS:

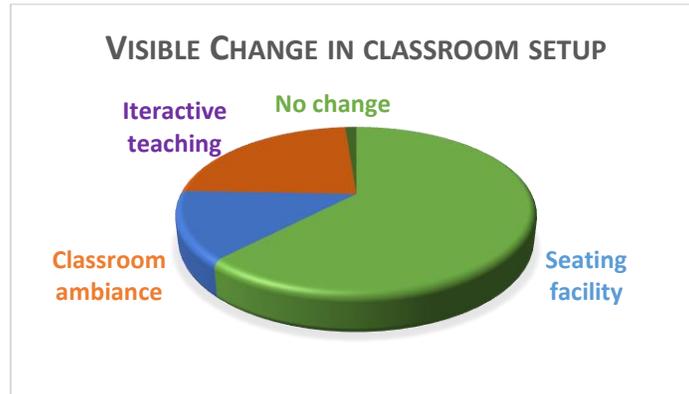
The following is the summary of the observations made by the Assessment Team:

- The school is a residential school and junior college for girls run by the Telangana State Residential Educational Institutions Society, an autonomous society under the Education Department of Telangana Government. It was established in 1983 as a girls' residential school for 5th to 10th classes, upgraded in 2018 to Junior college. Started in a rented building, it is now in its own campus since 1995. The current strength is 640 girls, each class is limited to 80 in two sections. Girls are of different social categories with maximum number being from backward castes and economically poor families.
- This school is graded as Grade A School by the Education department, Government of Telangana. Girls from this school actively participate in various events both academic and non-academic.
- Divi's intervention in TSRS&JC, Choutuppal has started in the year 2019-2020. The support is more in terms of providing civil infrastructure, residential arrangements for the inmates, digitization of classrooms, technological support including setting up computer, science and math labs, etc. Additionally, many more areas were added to the intervention. Details of the components supported through this project are as follows:

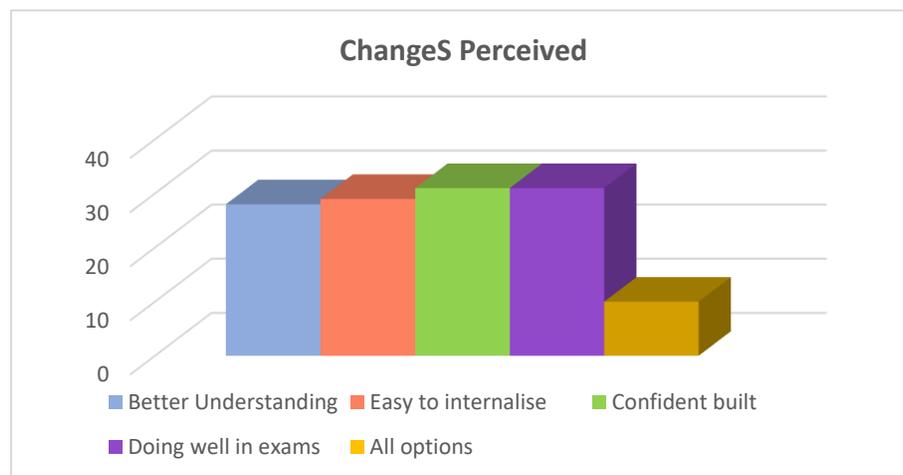
Civil Infrastructure	Classroom ambience	Digitization, Teaching Learning Material	Residential	Health and Nutrition related
Construction of additional classrooms, Dormitory, Toilets	Dual desk benches	20 computer systems with furniture	Renovation of kitchen and old buildings	650 water bottles
Painting of all old buildings	Green wall-mounted writing boards	Science & Math labs equipment	Extension of dining hall	2576 masks & 1288 hand sanitisers
10 Pathway Light posts	Minor repairs and coloring of the old classrooms	16,100 Note Books (in this year 2021-2022)	3 RO plants	Syrups & Horlicks sachets – 1 per person per day
Landscaping	Chairs for teachers	644 School bags	110 Double bunker beds with storage racks	Health camps
Staffroom & Office room renovation		Library	Lights & Fans	644 pairs of Shoes & 1288 pairs of socks

ANALYSIS BASED ON PRIMARY DATA:

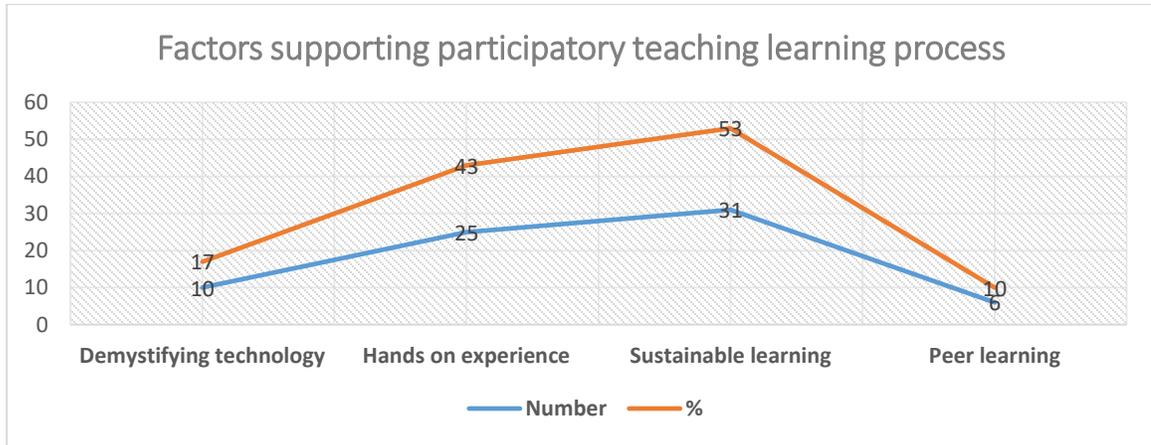
- 83% (51) girls reported change in seating facility, 31% (19) it was interactive teaching methods while 6% (10) voted for the interactive teaching learning methods and the seating facility as the most visible change in the classroom set up after Divi’s support to the school.



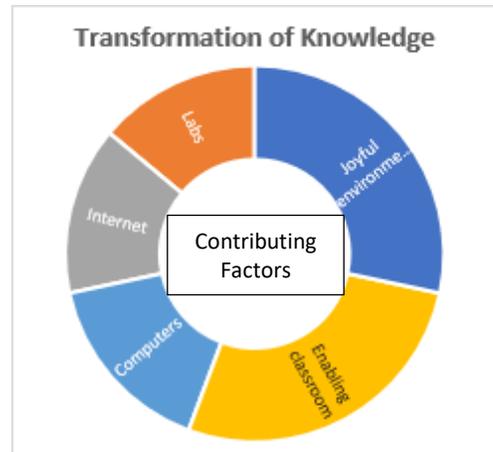
- While all the girls (61) admitted that there has been difference in their academic performance, about 74% (45) of them said that both infrastructure development and provision of additional facilities contributed to it.
- Reflecting on the change they perceive in themselves more than 50% girls (31) felt that their confidence levels are built and a same number said that they are able to do well in their exams now. While little more than 47% (29) the practical learning is helping them to internalise the subject better, to about 46% (28) it has contributed to better understanding. For some students (10) Divi’s intervention contributed to all these changes among them.



- Improved seating facility, new and colourful benches, change in the school ambiance and introduction of interactive teaching learning methods are the most fascinating factors for all the girls. Four girls spoke about Digital classroom, Science lab and Computer lab.
- 58 out of 61 girls claimed that the new facilities provided by Divi's are contributing to participatory and practical teaching learning process. 53% - supporting sustainable learning, 43% - gaining hands on experience. 17% - helping to demystify the technology.



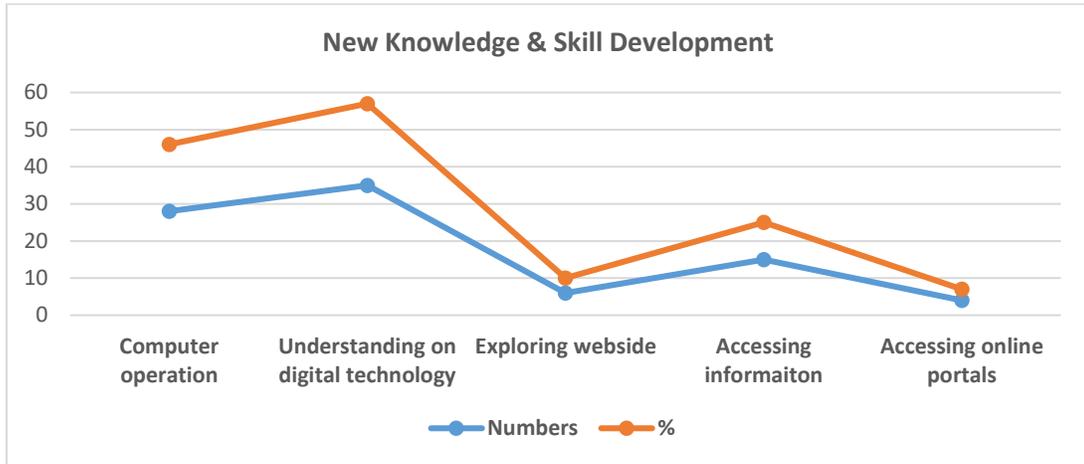
- Enabling classroom environment (27), Joyful school environment (29) along with computers and the labs (26) were the contributing factors for this knowledge transformation.
- With regard to the benefits from the health education provided by Divi's, more than 75% girls reported that the health education provided helped in maintaining environment hygiene, 57% - maintaining sanitation (57%), 36% - improving personal hygiene, 18% - better use of toilets.



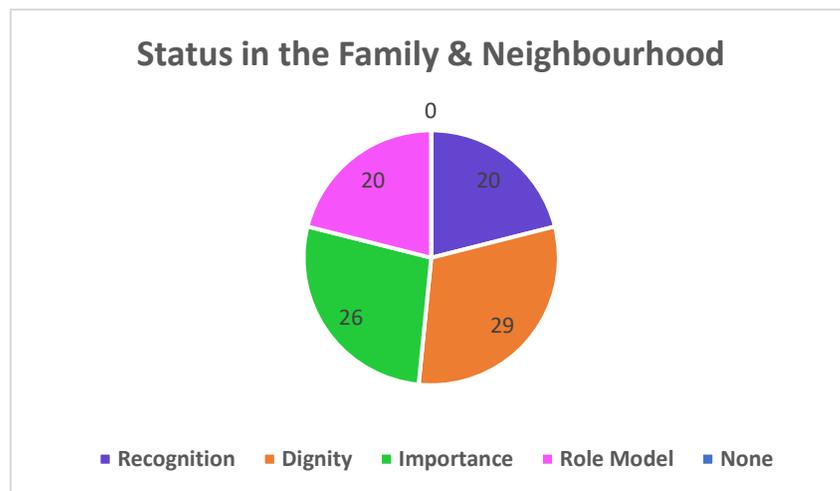
- 74% girls best liked the various residential facilities provided by Divi's - cots and beds, dining hall, toilets, safe drinking water, daily Horlicks sachets and colouring of the hostel building. 23% girls preferred RO plants for safe drinking water.
- 62% sample participate in sports, of them 63% reported that Divi's supported with sports equipment. Provision of computers, math and science labs through Divi's support helped

in gaining practical knowledge and better participation of girls in Science/Math fairs (43%) and of these 23% won prizes as well.

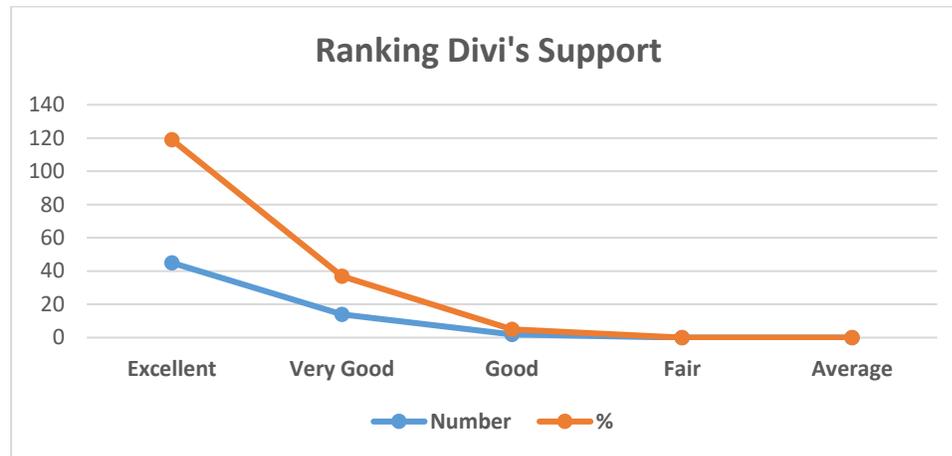
- Majority of the girls gained understanding on digital technology because of the support provided by Divi's.



- 96% girls are confident about planning their career through this acquired learning. 37 girls gained self-confidence.
- 29 girls indicated that they are respected with dignity, 26 girls are given importance. An equal number gained recognition in family and the neighbourhood and are shown as role model.



- On a scale of 1-5 about effectiveness of Divi’s intervention, 74% rated excellent, 23% very good and 3 found it good.



ANALYSIS BASED ON FGDS WITH ALL STAKEHOLDERS:

- **Teachers** complimented Divi’s intervention as extraordinary and that it had exemplary impact on the students and teachers as well. Interpersonal skills, communication skills and knowledge levels have increased. Teachers finding it easy to transfer knowledge using digital technology. The ambience and additional amenities provided in the school proved to be the best motivating factors for the students. The infrastructure facilities, digital classrooms and the TLM contributed towards enhancing the quality education among the students.
- **Students** said that they would recommend their siblings, parents, friends, juniors to join this school as it has best infrastructure, no peer disturbance, experienced faculty, practical learning exposure, good facilities, digital classes, good food, understanding teaching methodology, pleasant ambience which improves emotional intelligence and self-confidence.
- All the **parents** are well aware of the company – Divi’s Laboratories and their CSR activities in general and with reference to the school in particular. They appreciated the generosity of the company in providing all that is required for better education of the girls. Further they claimed that this is the first school in which Divi’s management spent a lot of money towards renovation of the school. Parents could observe marked difference in their

children's behaviour when they come home during holidays, girls behaving in more matured manner. The computer lab and the science labs were the best appreciated.

- During Covid times, Divi's supplied nose masks and sanitisers to the students besides conducting covid tests, health awareness and supply of immunity boosters. Post Covid precautions were also explained clearly. This education helped the girls to transact the information and create awareness among their parents and neighbours back in their villages.
- The installation of light posts in the pathways and open place made the nights safer bet for the girls for use of washrooms in the night time. Apart from this, the extension of dining hall, setting up RO plant, construction of more toilets has saved time and energies and made the girls smile instead of frowns. Other general support areas including distribution of water bottles to all the students, supply of mosquito repellents, shoes, school bags, socks, chairs for teachers and Math kits made the place as second home as commented by the students in the groups.
- The infrastructure with broad rooms, beautiful paintings, landscape, and greenery welcomes and prioritize to choose this campus, thus creating a positive and enabling environment for accessing quality education.
- The **project staff** are hopeful of further positive outcomes once the tasks undertaken in the school come to full-fledged utilization. They see a definite upward growth in the girls' achievements, both academically and in extra-curricular activities. They are optimistic of getting best results from students. The concerns identified are additional staff both teaching and non-teaching, extra coaching and material to sustain their interest and enthusiasm.

OBSERVATIONS:

Divi's invested more than Rs.2.31 crores towards development of the school. The contribution was phenomenal. It transformed the little old school in defiance of corporate schools and is much appreciated by the students, parents and teachers alike. The impact of the intervention is directly reflected on the increased competition in the admissions, though admissions are based on a selection process. Also, the constructions themselves are a proof of the positive reinforcement and reflection of the interest of the company to use its CSR in accordance with the company's goals and objectives, more importantly – Giving back to the community....

The different beneficiaries are all contented with the support received and it was reflected in each of their group discussions. Each of the groups made an appeal to Divi's that if it can be kind enough to fill the gaps by providing the further requirements, the students would not only make this school top performing but will be indebted to Divis forever.

RECOMMENDATIONS:

Towards further requirement for quality education and sustainability, majority of the girls sought support from Divi's for coaching towards common entrance examinations and provision of more books in the library. Divi's may consider the idea of deploying volunteers to build social and life-skills among the students and to create awareness on various societal issues, spoken English, career guidance, child rights, women related Acts and various support systems. Therefore, a long-term strategic plan can be evolved towards sustainability in a public-private-partnership mode.

CONCLUSION:

The overall impact was overwhelmingly positive towards promoting quality education of children which was one major objective/component of the CSR initiative by Divi's. This indicates the exact areas wherein the government, corporate companies (through their CSR funds) and the community including the parents should focus if children particularly in rural areas are to benefitted truly and access quality education through Government schools.

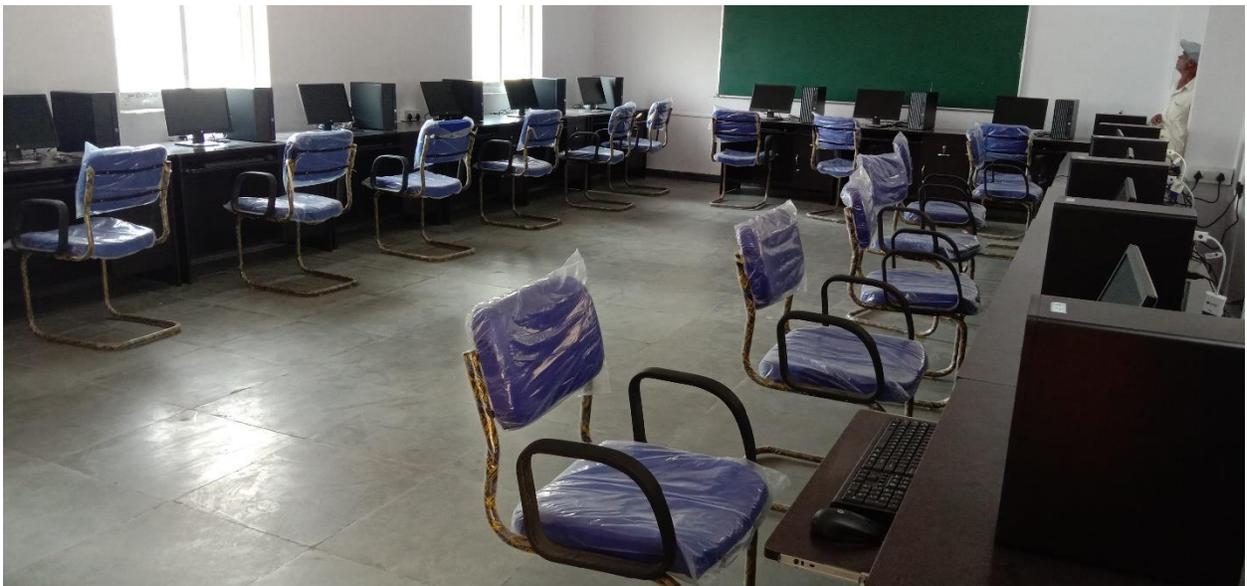
Thus, the efforts, the amount of money and energies spent by Divi's to develop the school to the present status need to be acknowledged as adhering to the true sense of Corporate Social Responsibility objectives. Appreciating this, the assessment team is of the feeling that the onus is also on the community, faculty and management of the school to sustain the efforts and to take the spirit forward. The need to make their own efforts to fulfil further requirements should be realised and processed. State too has responsibility towards it.

This goes a long way to continue the initiatives set by the Company and sustain them through public private partnership. Same time dependency can be lessened greatly, allowing the company move to other regions and promote quality education by putting similar efforts in more schools.

PHOTO GALLERY:



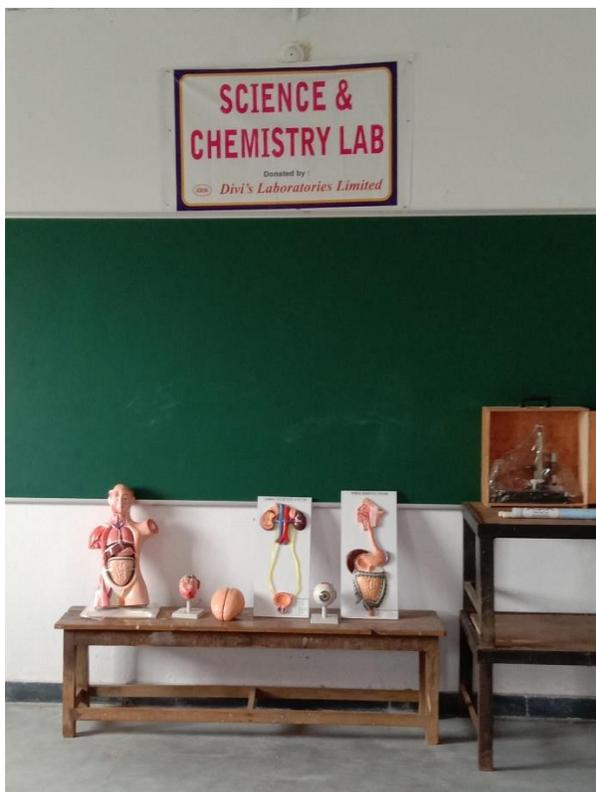
Pic1 – New Hostel Building



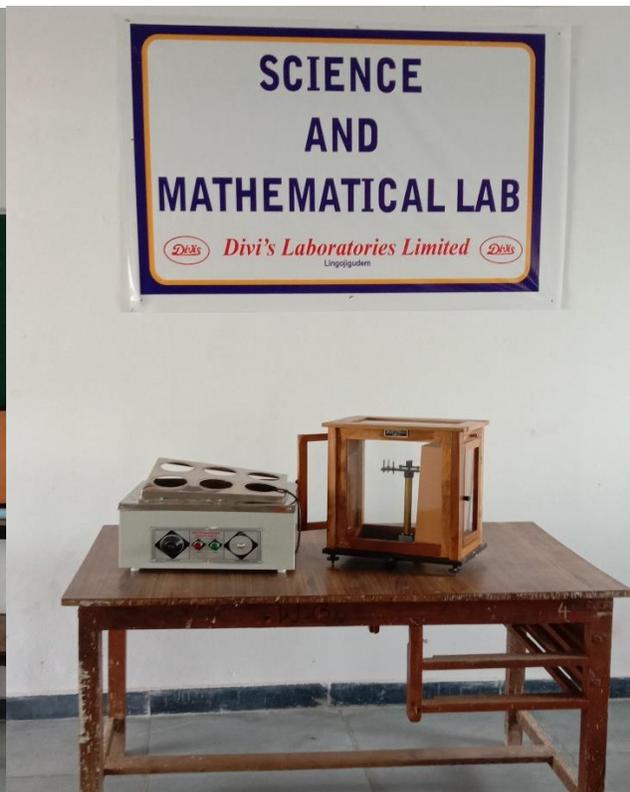
Pic 2 – Computer Lab



Pic 3 – Science Lab



Pic 4 – Science & Chemistry Lab



Pic 5 – Science & Mathematical Lab



Pic 6 – Students answering Questionnaire



Pic 7 – FGD with Students



Pic 8 – Landscaping at the dining hall



Pic 9 – Different amenities provided (water bottles, school bag, shoes, socks, face masks, Horlicks sachets, Syrups)

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