

**A PROJECT PROPOSAL**  
**ON**  
**SKILL DEVELOPMENT ON REELING AND**  
**SPINNING TRAINING UNDER CSR OF BCCL**



**SUBMITTED BY**  
**SUSTAINABLE DEVELOPMENT DEPARTMENT**  
**PERSONNEL DIRECTORATE**  
**BHARAT COKING COAL LIMITED**  
**KOYLA BHAWAN, DHANBAD-826005**



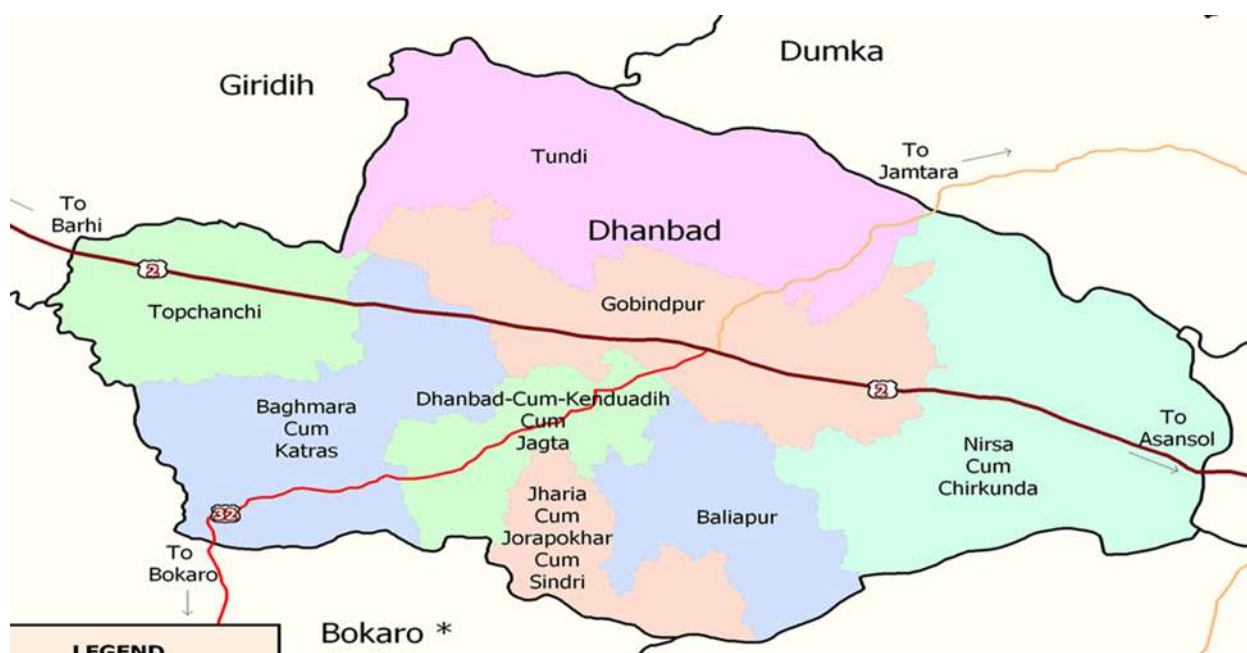
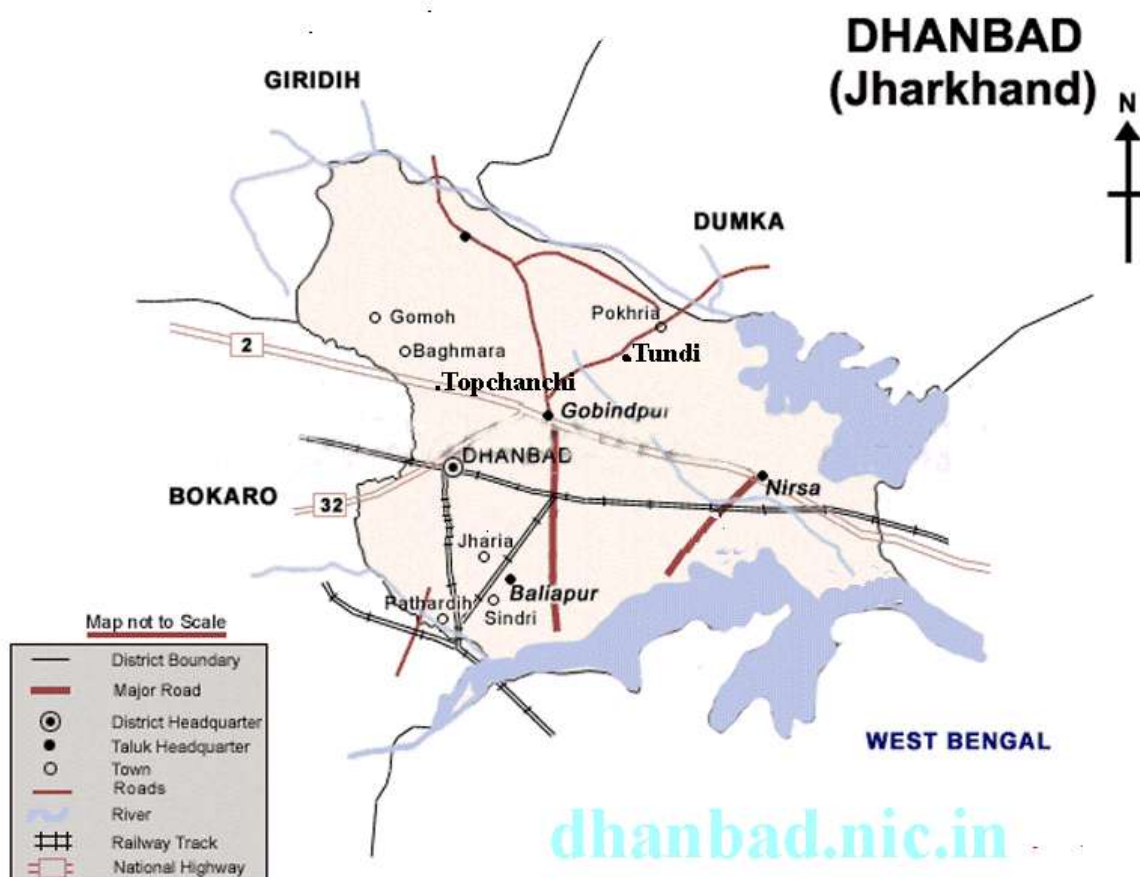
# 1 Contents

<b>1 INTRODUCTION .....</b>	<b>4</b>
1.1 Dhanbad (State: Jharkhand) : A Brief introduction.....	4
<b>Dhanbad District: Census 2011 data .....</b>	<b>5</b>
<b>Dhanbad District Rural Population as per Census 2011 .....</b>	<b>5</b>
1.2 Brief introduction about Bharat Coking Coal Limited.....	7
<b>2 BACKGROUND .....</b>	<b>7</b>
2.1 Roles and Responsibility of the BCCL.....	9
2.2 Terms and condition .....	10
<b>3 SITUATIONAL ANALYSIS OF MUKUNDA, ALAKDIHA, P.S.-TISRA; GARERIA, P.S. KENDUADIH; NOOTANGRAM AND PANCHMOHALI, P.S. –CHIRKUNDA. ....</b>	<b>11</b>
3.1 Non-farm activities (Village Level) .....	11
3.2 Infrastructure (Village Level).....	12
3.3 Agriculture (family level).....	12
3.4 Livestock (family level).....	12
3.5 Market Analysis.....	13
3.6 Problems and issues.....	13
<b>4 DETAILS ABOUT THE PROJECT .....</b>	<b>13</b>
4.1 Name of the project.....	13
4.2 Implementing agency .....	14
4.3 Rationale and Background of the project.....	14
4.4 Vision and opportunities.....	15
4.5 Objectives and expected results .....	16
4.6 Location of Implementation .....	16
4.7 Activities Plan/Details .....	16
4.8 Baseline/Need Assessment.....	17
4.9 Project plan and Approach .....	17
4.10 Timelines & Milestone .....	18
4.11 Impact Parameter .....	18
4.12 Project Monitoring Mechanism .....	18
4.13 Project Evaluation Mechanism .....	20
4.14 Impact Assessment Plan .....	20
4.15 Exit Strategy and Sustainability Mechanism .....	21
4.16 Manpower Planning.....	22

4.17	LIMITATIONS .....	22
4.18	Budget.....	23
<b>5</b>	<b>Benefits of the project to Bharat Coking Coal Limited: .....</b>	<b>25</b>
5.1	CSR objective fulfilment.....	25
5.2	Working at grassroots level to improve the quality of lives of women groups of all sections. 25	
5.3	Positive goodwill building in community. ....	25
5.4	Brand promotion of Bharat Coking Coal Limited. ....	25
5.5	This initiative of BCCL will help in improving and maintaining relations with the stakeholders of the company which in turn will help in developing smooth working scenario in and around the company.....	25

## 1 INTRODUCTION

### 1.1 Dhanbad (State: Jharkhand) : A Brief introduction



## Dhanbad District: Census 2011 data

Description	2011	2001
<b>Actual Population</b>	<b>2,684,487</b>	<b>2,397,102</b>
Male	1,405,956	1,278,946
Female	1,278,531	1,118,156
<b>Population Growth</b>	<b>11.99%</b>	<b>22.95%</b>
Area Sq. Km	2,040	2,040
<b>Density/km<sup>2</sup></b>	<b>1,316</b>	<b>1,147</b>
Proportion to Jharkhand Population	8.14%	8.90%
<b>Sex Ratio (Per 1000)</b>	<b>909</b>	<b>874</b>
Child Sex Ratio (0-6 Age)	916	951
<b>Average Literacy</b>	<b>74.52</b>	<b>67.00</b>
Male Literacy	83.81	79.54
Female Literacy	64.29	52.43
<b>Total Child Population (0-6 Age)</b>	<b>373,394</b>	<b>384,265</b>
Male Population (0-6 Age)	194,879	196,956
Female Population (0-6 Age)	178,515	187,309
<b>Literates</b>	<b>1,722,204</b>	<b>1,348,584</b>
Male Literates	1,014,950	860,583
Female Literates	707,254	488,001
<b>Child Proportion (0-6 Age)</b>	<b>13.91%</b>	<b>16.03%</b>
Boys Proportion (0-6 Age)	13.86%	15.40%
Girls Proportion (0-6 Age)	13.96%	16.75%

### Dhanbad District Rural Population as per Census 2011

As per Census 2011, the population of Dhanbad was 2,684,487 of which male and female were 1,405,956 and 1,278,531 respectively. However, as per Census 2001, the population of Dhanbad was 2,397,102 of which males were 1,278,946 and remaining 1,118,156 were females.

There was an increase of 11.99 percent in the population in 2011 in comparison to the population in 2001. But in the previous census of India 2001, Dhanbad District recorded an increase of 22.95 percent to its population compared to that of in 1991.

The initial provisional data released by census India 2011, shows that density of Dhanbad district for 2011 is 1,316 people per sq. km. Whereas Dhanbad district density in 2001 was 1,147 people per sq. km. Dhanbad district administers 2,040 square kilometers of areas.

Average literacy rate of Dhanbad in 2011 was 74.52 compared to 67.00 that of 2001. If things are looked out at gender wise, male and female literacy were 83.81 and 64.29 respectively. For 2001 census, same figures stood at 79.54 and 52.43 in Dhanbad District. Total literate in Dhanbad District were 1,722,204 of which male

and female were 1,014,950 and 707,254 respectively. In 2001, Dhanbad District had 1,348,584 literates in its district.

With regards to Sex Ratio in Dhanbad, it stood at 909 per 1000 male compared to 2001 census figure of 874. The average national sex ratio in India is 940 as per latest reports of Census 2011 Directorate. In 2011 census, child sex ratio is 916 girls per 1000 boys compared to figure of 951 girls per 1000 boys of 2001 census data.

In census enumeration, data regarding child under 0-6 age were also collected for all districts including Dhanbad. There were total 373,394 children under age of 0-6 against 384,265 of 2001 census. Of total 373,394 male and female were 194,879 and 178,515 respectively. Child Sex Ratio as per census 2011 was 916 compared to 951 of census 2001. In 2011, Children under 0-6 formed 13.91 percent of Dhanbad District compared to 16.03 percent of 2001. There was net change of -2.12 percent in this compared to previous census of India.

As per 2011 census, 41.87 % population of Dhanbad districts lives in rural areas of villages. The total Dhanbad district population living in rural areas is 1,124,093 of which males and females are 581,956 and 542,137 respectively. In rural areas of Dhanbad district, sex ratio is 932 females per 1000 males. If child sex ratio data of Dhanbad district is considered, figure is 934 girls per 1000 boys. Child population in the age 0-6 is 171,670 in rural areas of which males were 88,786 and females were 82,884. The child population comprises 15.26 % of total rural population of Dhanbad district. Literacy rate in rural areas of Dhanbad district is 68.17 % as per census data 2011. Gender wise, male and female literacy stood at 80.53 and 54.90 percent respectively. In total, 649,255 people were literate of which males and females were 397,144 and 252,111 respectively.

Some other details about Dhanbad District:-

Total No. of Villages	1348
Total No. of Panchayats	383
No. of Habitations	1974
Total No. of CD Blocks	8
Total No. of Sub-Divisions	1
Population Growth Rate(Annual)	2.28 %
No of Govt. Primary Schools	590
No. of New Primary School	755
No of Govt. Aided primary Schools	01
No of Basic schools	04
No. of Govt. Middle Schools	552
No. of Aided Middle Schools	14

No of Govt. High Schools having elementary classes	39
No. of Aided High School having elementary classes	15
No. of Madarsa	4
No of colleges	9

## 1.2 Brief introduction about Bharat Coking Coal Limited

Bharat Coking Coal Limited (BCCL) is a subsidiary of Coal India Limited, a Maharatna Company. The company is operating in 12 administrative areas in Jharia Coalfields encompassing around 226 peripheral villages mainly in the District of Dhanbad, Jharkhand and in some part of West Bengal. The Strategic CSR of BCCL states that the company's main objective is to improve the quality of life of people living in and around its command areas. Towards achieving this objective and to understand the interest levels of the local community, BCCL has undertaken a departmental baseline survey cum Skill Gap Analysis study at some locations. The recommendations from the study would form the basis for the design and deployment of the various skill development initiatives being planned.

## 2 BACKGROUND

An agreement has been signed between Coal India Limited and TISS in respect of CSR activities. TISS was entrusted the responsibility by BCCL to undertake the work of generating data through a baseline survey in the peripheral villages of BCCL. Accordingly TISS conducted a sample survey in 42 villages in and around BCCL in the year 2013 for knowing the strength and need of initiatives to be undertaken by BCCL in the domain of CSR activities.

Keeping in view the General Recommendations (from page 352 to 355) of the sample Base line survey conducted by Tata institute of social sciences (TISS), Mumbai, BCCL is looking forward in the domain of sustainable development of the society. With an objective of inclusive growth and over all development of villagers, BCCL has envisaged Comprehensive Community initiatives under its 'Swaavlambee Project'. This is a dream project of BCCL through which Management has envisioned to generate self-employment opportunities in peripheral villages of BCCL under a "Swaavlambee project".

Company's CSR initiatives are in the areas of awareness, Safety, Health and hygiene, Sanitation, Welfare, Education, Environment and Forest and self-employment generation among various stakeholders especially the underprivileged section of the society.



The Strategic CSR planning of BCCL considers its main objective to improve the quality of life of people living in and around the command areas. Towards achieving this objective and to understand the interest levels of the local community, BCCL has undertaken an intensive need based baseline Skill Gap Analysis study at the location with departmental resources; the recommendations from the study would form the basis for the design and deployment of the various skill development initiatives being planned.

The main objectives of the study is to understand the education/skill levels of people in the given area and map possible skill gaps; map the demographics of the locations including population, employment status, distance/access to towns, employment opportunities that will help determine livelihood Centre set-up; and to identify the possible skill development interventions across different work sectors required on the basis of employability and suitability. Based on the study, we will recommend the livelihood enhancement projects towards creating a sustainable improvement and skills development interventions that can be deployed in the domain of development of the villagers.

Base line survey has been conducted at Mukunda, Alakdiha belonging to Baliapur block of Dhanbad District, the ongoing survey at Gareria and the study (base line survey) conducted at the Panchmohali Panchayat and Nootangram village belonging to Nirsa block of Dhanbad District and Chanch Victoria Area of the command areas of BCCL. Based on the base line survey, it has been visualized to undertake entrepreneurship development activities for unemployed women of these villages through imparting them skill development training. In order to facilitate the identified groups of women of these villages with employment opportunities, initiatives have been taken to take the help of JHARCRAFT, a Government of Jharkhand undertaking. Necessary formalities for a formal MoU with JHARCRAFT in this regard are going on. Meanwhile, based on the cost involved in imparting training and post training employment opportunities to the women of these villages, project report for implementing two months Handloom Weaving training programme has been prepared. The project will be for two years for a group of twenty (20) women. Five nos. groups of women each group comprising of thirty(30) women have been identified at Mukunda, Alakdiha, Gareria, Panchmohali and Nootangram village. A one month training on Reeling and spinning is to be imparted to

these groups. This training programme will be followed by two years production under guidance of JHARCRAFT for which financial support will be provided by BCCL from CSR fund of the company. JHARCRAFT will support in promotion and marketing of the products produced at the Centre for full period of the project, that is, for two(02) years from the date of signing the MoU .

## 2.1 Roles and Responsibility of the BCCL

Roles and responsibility of BCCL as Principal Sponsor of the project will be as given below:

- a) Principal sponsor, BCCL, will form Self Help Groups (SHGs) as well as provide infrastructure as working place for the artisans. Care is to be taken that the artisans are coming from nearby locations within a radius of maximum of two(2) kms.
- b) A proper name would be provided to the group and also a leader would be elected among the group.
- c) Total project cost will include the following which will be borne by PRINCIPAL SPONSOR; wherever necessary;
  - Raw materials
  - Looms and Accessories
  - Honorarium to the trainers
  - Miscellaneous (TA, DA, boarding, lodging of trainer and representative of second party.)
  - Design assistance
  - Marketing support
- d) When new designs are being provided, JHARCRAFT may decide to appoint trainer if required during production for some time period. Honorarium, boarding, lodging and logistics provided to the trainer shall be paid by JHARCRAFT and JHARCRAFT will reimburse the same from BCCL.
- e) The project cost shall vary as per the type of programme (Handicraft, Sericulture and Handloom) going on and depending on the number of groups which are under project implementation.
- f) To help in finding a good trainer and also provide training to trainees.

## 2.2 Terms and condition

### 1. General

- Working space /building of 1000 sq.ft will be provided for each group by BCCL which should be either a government building or owned by BCCL. For this purpose a Common Facility Centre may be constructed at suitable site for a specific cluster of villages by BCCL which will serve the purpose of imparting training to the identified groups, to start production for a temporary period and for arranging awareness cum demonstration programmes from time to time. This Common Facility Centre would serve the purpose of a technology demonstration centre equipped with required machineries and implements.
- It is mandatory for the agencies to support and sustain the groups for a minimum period of two years.
- Reports about the work in progress will be provided by Jharcraft to BCCL from time to time to make the programme run successfully.
- BCCL will maintain records pertaining to the “Swaavlambee Project” in general and pertaining to the users, activities, accounts as required and relevant under this project.
- CSR funds released from BCCL should be audited annually.
- Jharcraft and BCCL are to be entered into an MOU for implementing the project through Jharcraft.
- **DISPUTE RESOLUTION:**
  - a) **Arbitration:** Any dispute arising out of the agreement, the dispute shall be referred to the Director (Personnel) for amicable settlement.
  - b) **Jurisdiction:** Any dispute between the Parties with regard to transaction, rights, liabilities or terms of this agreement shall be settled in the court of law/ Arbitrator at Dhanbad. And the relations transactions arising out of this business agreement shall be governed by the Law of the Contract.
- **PERIOD OF CONTRACT**
  - a) This agreement shall come into force from the date of signing of this agreement by both the parties and shall be valid for a period of two(02) years

from the date of execution of this agreement, unless mutually extended or reduced by the both Parties.

#### ➤ **RIGHT OF WITHDRAWAL & TERMINATION**

This Contract terminates on the earlier of;

- a. Expiry of the term of this agreement , unless mutually agreed for an extension ; and
- b. Both the Parties terminate this Contract under circumstances beyond the control of the Parties.

In the event of termination under Clause 7(b), the parties shall settle any outstanding bills or refund of payment within 30 days of such termination

- Many more as per the requirement

### **3 SITUATIONAL ANALYSIS OF MUKUNDA, ALAKDIHA, P.S.-TISRA; GARERIA, P.S. KENDUADIH; NOOTANGRAM AND PANCHMOHALI, P.S. –CHIRKUNDA.**

#### **3.1 Non-farm activities (Village Level)**

Mukunda, Alakdiha, Gareria, Panchmohali and Nootangram are the villages where survey and study backed by baseline Skill Gap analysis have been conducted to know the strength and need of these villages with an objective of initiating significant more livelihood interventions to uplift the standard of living of the people specially the underprivileged populace. People have no other sources of livelihood in these villages other than water scarce agro-fields. As such, there is a need of enhancing livelihood intervention to create opportunities for accrual of earnings through skill development training and financial supports to begin microenterprises at these villages. There is abundance of unskilled human capital which may be trained. **People have shown their willingness for their skill development undergoing through employment linked trainings.** Imparting training to the people with financial backing would help people generate self –employment and livelihood opportunities. Moreover, there will be a permanent source of income to the people which will not only solve the problem of bread and butter but they would lead their life with courage, confidence and dignity.

### 3.2 Infrastructure (Village Level)

Electric connections exist in these villages but availability of electricity is poor due to which people having electricity connections are also facing problems. In some villages RCC streets are available but mostly Kachcha roads are available. No equipped community centres are available at these villages except some establishments erected for some purpose. There is a big need for **Common Facility Centres(CFCs)** for these villages which would cater the need of organising various training cum awareness programmes to be conducted at these villages besides organising functions from time to time. More than 80 % of the households have no toilets facilities and people go outside their house for defecation. As such, there is an imperative need of initiatives for providing the villagers the toilets facilities at their houses on the cost of BCCL for ensuring better health, hygiene and sanitation.

### 3.3 Agriculture (family level)

Arable lands are available but for want of water for irrigation mostly the lands remain barren throughout the years. There are good opportunities of developing agro -based productions if water for irrigation be made available. There is potential opportunities for the villagers to produce various kinds of fresh vegetables for which readymade local markets are available. Vegetable are brought from Ranchi and other places which may be available here by the villagers at comparatively lower rates. Besides this, there is ample scope of floriculture and sericulture at these villages which would further add livelihood opportunities to the villagers. In addition to the above, there is wide scope of Duckery, Goatary and similar other semi agro-based employment opportunities for the people of these villages in these localities.

### 3.4 Livestock (family level)

People in these villages have their livestock of local breed animal which give them very little amount of financial help to the villagers. There is wide scope of rearing the cross breed animal for producing milk, meat and other related produces. Barren lands may be used for growing fodders for animal if water for irrigation is made them available. There is huge scope of rearing goats for which villagers may be given training on goat rearing at Central Institute for Research on Goat, Makhdoompur, Utter Pradesh. Training may me imparted to the villagers on Duckery at Ramkrishna Mission ,Ranchi for employment generation among the villagers.

### 3.5 Market Analysis

People purchase vegetables from roadside morning markets in the villages and daily use goods from the small low profile shops available in the villages. Jharia and Dhanbad are the nearby markets for Mukunda, Alakdiha and Gareria whereas Chirkunda and Asansol are local town /market for Panchmohali and Nootangram villages for other goods required for life. Some vegetables grown in these villages are sold by the villagers in these nearby town markets. There is wide scope for growing and marketing for agro based products in these villages for local people and for the nearby town/city dwellers.

### 3.6 Problems and issues

Major problems in these localities is unemployment, lack of skill based basic training and seed capital with people for starting an enterprise as well as. There is wide gap in skill & entrepreneurship required for quality products and the existing one. Hence, there is a need for skill development through imparting basic training and entrepreneurship development skill among the existing populace of these villages. Through interviews with the women of the villages it has revealed that there is huge scope of developing the women for their self –employment in various avenues. **The most encouraging part is that they have shown their desires and willingness for involving themselves actively in small enterprises.** Women of these villages have shown their willingness for undergoing through required training for their skill enhancement and livelihood generation.

Considering the existing problems of prevailing unemployment and indigence in these villages, there is an imperative need of skill development to provide employability and employment opportunities to the youth and women of these villages. A comprehensive skilling and employment strategy aimed at sectorial and regional development of the people in these villages with a main focus on women empowerment through enhancing employability to them is an urgent need and demand of time to improve the quality of life of villagers. **Enhancing employability and employment opportunities among the women of these villages would automatically improve the poor condition of malnutrition among women and children, health and hygiene, education & sanitary etc.**

## 4 DETAILS ABOUT THE PROJECT

### 4.1 Name of the project

REELING AND SPINNIN TRAINING PROJECT: This is a skill Development cum employment generation project under “Swaavlambhee Project” of BCCL focussed on willing unemployed groups of women of the villages Mukunda, Alakdiha, Gareia , Panchmohali and Nootangram belonging to Dhanbad District. These are the

peripheral villages falling under BCCL command areas. A project will generate employment for a group of Thirty(30) women of the village.

#### 4.2 Implementing agency

- Jharkhand Silk Textile and Handicraft Development Corporation Ltd. (**JHARCRAFT**) is a Government of Jharkhand undertaking under Industry Department and is registered under section 26 under Companies Act. 1956.

#### 4.3 Rationale and Background of the project

**Rationale:** BCCL wants to undertake this project under CSR with an objective of women empowerment as she, being the better half of the society, is naturally empowered to change lives playing the most important role in a family. Women empowerment would enable the women of the society in becoming self-dependent by earning their own. In fact, facilitating the women in making them self-dependent is a major concern of the society which in turn will enable them to look after their family, educate their children and contribute to the betterment of the family and society at large.

By introducing Reeling and Spinning Training Project to be followed by silk cloth production will generate employment for women of these villages and this activity would enable them in being self-dependent and self-reliant. This project will help in personal skill development, capacity building, trust building, financial upliftment and social rise as well.

BCCL would undertake similar other projects for women empowerment in its almost 226 peripheral villages. In the first phase, the projects are to be launched in these villages which will work as pilot projects. Depending upon the success of these projects, more similar self-employment generating projects would be launched at the remaining villages.

**Background:** Jharcraft deals with the employment generation, women upliftment and rural development aspect of CSR. Project period for the instant project will be 2 years. In the first phase, in a One (01) month period, Jharcraft would impart skill development training to a group of Thirty (30) women on Reeling and Spinning of silk thread. At the end of this training, the trained woman group will start silk clothes production under the guidance of Jharcraft for the remaining project period and henceforth the training centre would work as a production centre. Jharcraft will manage production of the silk products produced by the trained women group and promote marketing of the products through their emporiums spread over various locations of the country. Money earned from the sale of the silk products would be transferred to Bank accounts of the Women Group, the end beneficiary of the project,

receiving training. This way, this project will help in sustainable employment generation for the women of the society.

For this purpose, BCCL and JHARCRAFT will be entering into an agreement for implementation of the project and an MOU will be signed between the two parties in this regard. Work is going on in parallel for formal MOU and various aspects of the Projects are being explored. MoU for five projects for above mentioned villages will be entered into between BCCL and Jharcraft. First project at any of the village would work as a pilot project and depending upon the success of the training, marketing of the products and other related relevant activities to be carried out by Jharcraft for the success of the project, second project would be taken into consideration for implementation purpose.

Jharcraft is operating such projects successfully at Khraswan in Jameshpur, Nagri in Ranchi and Bhagahiya in Sahebganj. Besides this, Jharcraft is operating their project at Gua Ore Mines, Megahatburu, Kirkburn , Durgapur plant of SAIL and NTPC Hazaribagh, THIESS Minaces, JINDAL Power Patratu also in CSR activities of these organisations

#### 4.4 Vision and opportunities

BCCL wants to provide 'work to each hand' and to eradicate unemployment through various modes of entrepreneurial interventions under our Dream Project "Swaavlambee Project". With this objective in mind, BCCL has facilitated the villagers of Mukunda and Gareria to get societies registered under Society Registration Act 1860 under brand name "Swaavlambee Svarojgar Society, Mukunda and Swaavlambee Svarojgar Society Gareria ". Company wants to enhance skill development among the stakeholders of peripheral villages of BCCL and this step of Women empowerment is a maiden endeavour towards fulfilling the mission of giving 'work to each hand' for social upliftment.

Ahead of the initiation of significant more livelihood enhancement interventions BCCL has undertaken need base Baseline survey at Mukunda ,Alakdiha, Nootangram, Gareria and panchmohali(awareness meetings cum screening on women entrepreneurship development programmes conducted at this village) for a baseline Skill gap analysis study at these locations. The results are very encouraging. As such, employment generation project on silk thread reeling and spinning with the support of Jharcraft has been architected. **Willingness of the women groups** for undergoing the project as perceived during mind sensitizing sessions and during women entrepreneurship development programme meetings conducted at these villages is being considered as the back bone of the project. There is ample scope and opportunities of employment generation for women through this project. Depending upon the success of these pilot projects, similar projects at other peripheral villages of BCCL would be undertaken.



#### 4.5 Objectives and expected results

- a) Skill enhancement through Training and shortening the learning curve of skilled and semi-skilled women.
- b) Self-Employment generation and enhancing employability of women groups in the villages.
- c) To help improve overall quality of life by providing employment to women especially the weaker section of the society.

#### 4.6 Location of Implementation

Implementation of the project will be at the locations as given below:

Sl.No.	Name of Village	Name of panchayat	Name of police Station	District	State
1	Mukunda	Mukunda	Tisra	Dhanbad	Jharkhand
2	Alakdiha	Alakdiha	Tisra	Dhanbad	Jharkhand
3	Gareria	Gareria	Kenduadih	Dhanbad	Jharkhand
4	Panchmohali	Panchmohali	Chirkunda	Dhanbad	Jharkhand
5	Nootangram	Nootangram	Chirkunda	Dhanbad	Jharkhand

#### 4.7 Activities Plan/Details

The project will be for a period of two (02) years for a group of women of thirty(30). The identified group will be given a specific name like 'Sarsawti'. Training on handloom weaving will be imparted to the members of the identified group of women for thirty(30) days by the Master trainers appointed by JHARCRAFT for a specific group of women. After completion of thirty days training schedule, the trained group of women will work a production team and the training domain would convert automatically to production centre for handloom clothes. Production of handloom clothes would be done under guidance of the Master trainer appointed by Jharcraft for next four (4) months after imparting two(02) months of training. Later, the project would continue for two(02) years under guidance of JHARCRAFT till the expiry of the project period ,that is, for two(02) years. Marketing of the products of the centre would be promoted by JHARCRAFT for success of the project and for assured ensuring earning to the trained women group, the end beneficiary of the project.

No. of beneficiaries

- Primary –
  - The families of the women group participating the project and the production. Number of beneficiary for each group will be 30.
  - Illiterate and less qualified women of the villages
  - Underprivileged section of society

- Secondary – Number of secondary beneficiary per group will family members of 20 families which will come around 100 persons each group. Later, other women Groups of the villages will be inspired to join the programme and ultimately this will benefit the society at large.

#### 4.8 Baseline/Need Assessment

A Door to door intensive Base line survey has been conducted by BCCL departmentally at Mukunda, Alakdiha, Nootangramh and Gareria villages. Data collected have been analysed and detailed analysis of the data is still going on. Based on the results revealed from the data collected so far it has been envisaged to undertake this project for identified women group which would continue in future depending upon the success of this pilot project. There is an imperative need for undertaking such projects for skill development and for employment generation for the women in these villages, being the homes for the poors and underprivileged populace. Success of this project will similar other projects for both male and female entrepreneurs and unemployed youth.

#### 4.9 Project plan and Approach

**Step 1:** Formation of women Groups each having its thirty (30) members.

**Step 2:** Presently the training is to be started in BCCL sponsored building which would be shifted in future to some government building in the concerned villages or in hired building depending upon the project situation and its location for implementation subject to Management's decision.

**Step 3:** Necessary looms and machineries are to be installed by Jharcraft as per project cost module and operation of these machineries /looms will be ensured by the implementing agency, i.e., Jharcraft.

**Step 4:** Training of the identified groups will be imparted by Master Trainer appointed by Jharcraft

**Step 5:** At the end of the training period of thirty days(30) , the trained women group will work as producer team.

**Step 6:** Promotion and marketing of the products produced by the trained women group will be ensured by Jharcraft for success of the project and to ensure benefits to the target group and making the project a sustainable project. This will be a yardstick for continuation of next project because the assured benefit to the trained and working

group is the key deliverable of this project and no any relaxation will be entertained in this benchmark option.

**Step 7:** The earning gained from the sale of the products will be transferred to the Bank account of the women group members.

#### 4.10 Timelines & Milestone

SI No.	Activity	Time line
1	Formation women group of 30 members and opening joint bank account in the name of group leaders	Within 02 weeks after approval of the project and signing the MoU between BCCL and JHARCRAFT whichever is later.
2	Selection of place for Installation of Machineries and training of the group	Within 04 weeks of the approval of the project and signing the MoU whichever latter.
3	Installation of machines	Within 45 days of the approval of the project and signing the MoU whichever is later.
4	Procurement of raw Material	Within 45 days of the approval of the project and signing the MoU whichever is later.
5	Commencement of training of the identified group of women	Within 45 days of the approval of the project and signing the MoU whichever is later.
6	Production of Handloom products	Production of handloom products by trained women groups will start at the end of thirty (30) days training.
7	End of project	At the expiry of contract period for project, that is, two (02) years.

#### 4.11 Impact Parameter

- Results expected and Measurable outcomes:
  - Training of the candidates
  - Final assessment post training. Certification of candidates
  - Engagement of candidates in production and marketing of handloom products mandatorily for two years under guidance of Jharcraft with the support of BCCL.
  - Long term /Life term Sustainable self-employment opportunities to the trained candidates.

#### 4.12 Project Monitoring Mechanism

The performance of the Trainer and Trainees will be monitored by nominated personnel under this project. A joint committee consisting of nominated members from both BCCL and Jharcraft will be monitoring the project performance level on periodical basis and the progress will be placed before the higher Management for evaluation and guidelines. Weaknesses of the project implementation will be removed forthwith. Joint efforts will be put together to bring in innovative programs and create more linkages with different stakeholders that could serve the ultimate

objectives of livelihood opportunities for the trainees and shall cater the needs of the community and society at large.

**Monitoring during training periods:**

During training, continuous monitoring of performance of quality production and learning ability of the trainees will be exercised which will be followed by evaluation on fortnightly and on monthly basis.

**Monitoring after training period:**

- Progress and quarterly reports on achievement of outputs after training will be done strictly to ensure the quality of the product for effective promotion and marketing of the product. Based on the reports Jharcraft would put their efforts for effective marketing and promotion of the product for earning money as the end financial gain for beneficiaries of the project.
- Review of the data in respect of the progress of the project will be done quarterly.
- In order to ensure highest quality of the product, quality of the output will be reviewed by experts of Jharcraft for quality check of the end product which may ensure the production of quality and saleable products.
- Efforts will be put for sustainable employable engagement of the candidates after the expiry of the period of the project without any external support for self-sustenance and self –reliance of the trained women group.

Main focus on monitoring will be as given below:

- The performance of Trainers and Trainees during training periods of thirty (30) days will be under scanning by experts of Jharcraft for ensuring quality of training being imparted to the trainees as well as post training production of handloom products.
- Evaluation of quality, efficiency and performance would be the strong focus at the training and production centre to achieve desired results.
- Quality of outputs of the project in respect of product and the capacity building of the stakeholders.
- Stake holders' engagement for encouraging the balance populace of the villages for joining next batch for training and employment.

- Better tracking of inputs invested in the project like money, resources and strategies, activities and the measurable outputs for successful completion of the project.

### 4.13 Project Evaluation Mechanism

Assessment design is based on the understanding of the training participant's responsibilities and role as well as learning outcomes discussed ahead of the training. Assessment may be conducted by an external assessor (independent of the trainer) based on the methodology agreed upon. The grading and the methodology of assessment will be articulated to the trainees at the start of the training program.

Assessment will be conducted each day at the end of the training program at the work site/training site and the progress report will be recorded for quality improvement of the trainees' and Trainer's performance during training as well as. Assessment will be based on the occupational standard framework for the trades and will comprise of both the work place fundamentals (theory) and application of skills (practical). Master Trainer from JHARCRAFT will coordinate and organise assessment during training.

Certification will be provided to the trainees at the post completion of the assessment module and subject to clearing minimum eligibility agreed upon. Certification will be done by JHARCRAFT.

### 4.14 Impact Assessment Plan

#### ASSESSMENT PLAN

##### **A. During Training of sixty days**

1. Theory training as per schedule will be followed by demonstration on machineries for on job training.
2. Jharcraft Trainers will conduct daily training programs that will allow the trainees to implement what they have learnt in the class room and on the loom.
3. Each module of the training program will be structured to achieve learning objectives. Progress will be assessed against each of these objectives.

##### **B. After Training of sixty days**

1. After completion of training for thirty days, the training module will automatically start working as a training cum production centre module.

2. For a period of four (04) months after the preliminary training, Master Trainer of Jharcraft will train and monitor the performance of the target group on production of silk products. The trainer will stay with the trainees on working days to improve the extent of the on job learning by guiding the women on work site.
3. Final assessment of the project will be done on the basis of the performance of the group on marketing of the products by Jharcraft which is the key objective of the project as it will benefit the target group/stakeholder of the company in monetary terms to improve the quality of their life.

#### **4.14.2 ASSESSMENT REPORT**

1. Each training program will be preceded by Recognition of prior learning.
2. Each Training session will be followed by Assessment which will be done to measure the impact of the training Program on Women Skill level.
3. Final assessment will be done by certifying agency.

#### **4.14.3 STEPS OF ASSESSMENT**

- Identify trained women group
- Schedule assessment interviews
- Executive assessment onsite
- Validate field data collected
- Document Data in required Evaluation Formats
- Perform Evaluation of Responses.

#### **OUTCOMES OF THE TRAINING ASSESSMENT:**

- ❖ Increased awareness on Trade.
- ❖ Improved Skill level across areas the women have been trained.
- ❖ Improved work performance.
- ❖ Improved strategic plan for skill up gradation and results upraising.

### **4.15 Exit Strategy and Sustainability Mechanism**

- ❖ BCCL will monitor the project performance jointly and independently for assessing the success of the project.
- ❖ Evaluation and assessment may be planned to be undertaken by some independent agency subject to approval of the Management.
- ❖ BCCL will put all out efforts to make the project sustainable during the two (02) years period of the project so that the target group may be self-dependent and self-reliant to carry on the production & marketing of handloom products they would produce.

- ❖ BCCL would then hand over the project to “Swaavlambee Svarojgar Society, Mukunda and Gareria” to make the project sustainable in future for employment generation en masse.
- ❖ The project may be handed over to the group leaders of the group formed and trained for the project or to the elected Government body of the villages for successful operation of the Project in future to make the project a sustainable one.
- ❖ After handing over the project as stated above BCCL will exit from the scenario.

#### 4.16 Manpower Planning

BCCL will manage & monitor this project through Head of the Department (Sustainable Development), BCCL as Nodal officer with the manpower posted at Sustainable Development Department and the others deployed for the job of CSR.

Training of women group, marketing and promotion of the products produced by the group after having their training on Reeling and Spinning will be managed and monitored by Jharcraft through their executives, staff and representatives for which BCCL and Jharcraft will enter into an MoU for the contract.

#### 4.17 LIMITATIONS

**Assumptions and Risks** – There is wide spread unemployment and poverty in the village community in spite of sufficient human capital specially the women and the youth. Agriculture sector faces here a very difficult problem of water scarcity due to geo-physical conditions of the region apart from other common problems of agriculture sector. Baseline survey and interactive sessions conducted with the women groups in these villages reveal a good willingness among the women which prevails for engaging themselves in some work for generating their income. But the greatest hurdle with them is that there is wide skill gap for undertaking some enterprise or projects. As such, there is a potential of harnessing unused time and energy of the women of this region for some positive earning of knowledge and skill which would certainly generate employability and employment among the women. With this objective in mind BCCL envisages to undertake this project with all the positive hopes of success which in turn would help in women empowerment in the peripheral villages of BCCL command areas.

To each and every project there exists some risks and this project is not an exception one.

There are some expected risks in this project also which may be perceived as given below:

- i. Non-cooperation at any stage of the project by the families of the identified women groups due to unforeseen causes.
- ii. Project may witness ill-fate due to some unwanted political interference.
- iii. Project may witness problems due to market conditions.

#### 4.18 Budget

Financial involvement on this Project will be as stated below:

1. Total project cost of imparting one month training to be imparted to a group of thirty(30) women will be Rs. **16,96,800/-**(Rs. *Sixteen lakh ninety six thousand and eight hundred only*) plus taxes as applicable.

After completion of one month training to the trainees, production will start under the guidance of JHARCRAFT for remaining duration of the project and during this period, a

<i>Sl. no</i>	<i>Particulars</i>	<i>Unit/ Qty</i>	<i>Rate/Unit (Rs)</i>	<i>Amount (Rs)</i>
---------------	--------------------	------------------	-----------------------	--------------------

Security deposit for raw material for two months production is to be deposit with Jharcraft by the Principal Sponsor = Rs.5,25,000.00( Rs. Five lakh twenty five thousand )

#### **Proposal for Training on Reeling & Spinning BCCL**

- i) Duration of training – 30 days
- ii) No of trainees – 30
- iii) No of Samridhi Machines – 30
- iv) Duration of project – 2 years



1	Reelable Cocoon for 2 months	1,50,000	3.5	5,25,000
2	Samridhi Machine	30	26,000	7,80,000
3	Twin Charkha	2	20,000	40,000
4	Skeining Machine	1	3,500	3,500
5	Booking Machine	1	5,500	5,500
6	Honorarium for the master trainer for 6 months	6	10,000	60,000
	<b>Total</b>			<b>14,14,000</b>
	Consultancy / Supervision charges @20%			2,82,800
	<b>Total project cost (Rupees Sixteen lakh ninety six thousand and eight hundred )</b>			<b>16,96,800</b>

Security deposit for raw material for two months production is to be deposit with Jharcraft by the Principal Sponsor = Rs.5,25,000.00( Rs. Five lakh twenty five thousand )

Total budget required for handloom Weaving Training of five number of groups of women at Mukunda, Alakdiha, Gareria, Panchmohali and Nootangram will come to an amount Rs. (16,96,800+ 5,25,000) x 5 = Rs.22,21,800 x5 = Rs. 1,11,09,000( One crore eleven lakh nine thousand) plus taxes as applicable.

**Note:**

- i. In case if the sponsoring agency wish to continue the services of master trainers after 6 months; payments of the master trainers will be charged extra, other than the total project cost.
  - ii. The service tax is not included in the total amount, it will be charged as per the prevailing rate.
  - iii. The project cost is valid upto 31<sup>st</sup> of March 2015
2. If project will run in BCCL building temporarily no extra financial involvement will be there but if it will run in rented building the cost on rent will also come into play. There are three options for accommodation of training classes and post training production currently to commence the project may be considered any of the following as deemed fit.
- i. BCCL building near to the village where projects are to be launched.
  - ii. Government building if available.
  - iii. Building on rent

Ultimately some Common Facility Centre(CFC) is required to be established on various suitable locations for a cluster of villages which will accommodate various training classes, awareness programmes and many other various other activities for community development and

CSR projects. Separate proposal for such Common Facility Centres are being initiated for putting up before the Management for consideration. Meanwhile suitable arrangements for trainings may be made on temporary basis at some suitable locations.

## **5 Benefits of the project to Bharat Coking Coal Limited:**

- 5.1 CSR objective fulfilment
- 5.2 Working at grassroots level to improve the quality of lives of women groups of all sections.
- 5.3 Positive goodwill building in community.
- 5.4 Brand promotion of Bharat Coking Coal Limited.
- 5.5 This initiative of BCCL will help in improving and maintaining relations with the stakeholders of the company which in turn will help in developing smooth working scenario in and around the company.