An Overview:

Hazira near Surat on the mouth of river Tapti was selected as a location as it provided ready waterfront for transportation of large and heavy equipment. Production commenced at this location in November 1987.

L&T Hazira Manufacturing Complex (HZMC) is now emerging as major growth centre with expansions in new business lines namely main power plant equipments, forging unit, power plant auxiliaries in addition to heavy engineering, oil & gas equipments and ship building facilities. L&T HZMC manufactures extremely diverse range of products, is in the business of design and manufacture of hi-tech fabricated equipment for core sectors and process industries for a wide range of customers in India and abroad. Hazira Manufacturing Complex (HZMC), a jewel in the crown of L&T group of companies, has made its own contribution in enhancing the brand image among its stakeholders and the society. The underlining tagline “We make things that make L&T proud”.

L & T is highly committed to professionalism, quality and service to customers and has been enjoying the reputation of being a leading engineering conglomerate and a good corporate role model underlining its tagline “We make things that make India proud”.

Society today expects more from business. The terms of contract between business and society have undoubtedly become more extensive and complex. Social pressures are on the rise. But instead of viewing them as obstacles, at L&T we look at them as untapped opportunities to make a difference. We seek to lead rather than just to react to the ongoing debate.

We view our large geographical footprint as an advantage that allows us to make a larger contribution to society and touch more lives.

L&T has a dedicated Corporate Initiatives department that engages with local community, identifies their needs and implements efficient high impact programs leveraging local participation. Employees along with their families are encouraged to engage in social development. Active support is lent to employee participation in public policy formulation and networking with NGOs, government agencies, chamber of commerce and academic institutes for effective knowledge sharing.

Social pressures often indicate the existence of unmet social needs or consumer preferences. Ongoing close interaction with society helps us develop symbiotic solutions.
A social perspective to our business enables us to harness long term opportunities, win the trust of stakeholders, accelerate our investments in innovation and explore new growth vistas.

L&T has been a front runner among the Indian corporates in the CSR activities and Hazira Manufacturing Complex (HZMC) has been active since inception in paying back its due to the society and stakeholders in a range of initiatives spanning areas like Education, Rural Health Care and Community Services around its Works.

**Primary Health Care**

The main focus areas are Family Planning Camps and HIV / AIDS awareness and voluntary testing facilities. A noteworthy effort is in the form of Swayam, an L&T ladies club runs initiative for HIV positive women for helping them to be self-reliant and bringing them back to the mainstream of the society.

The journey made so far in the area of family planning is not in small steps but in quantum leaps. L&T Hazira Manufacturing Complex (HZMC) conducts family planning camps in remote tribal areas such as Ahwa, Dang, Songadh, Vyara, Nizar, Mandvi, Mahuva, Zankhvav and Surat District where many other NGOs found it difficult to access. In the year 2007-08 L&T - HZW displaced a 30-year old record held by Govt. of Gujarat for the largest no. of Male Vasectomy (NSV) in a single day, by carrying out 231 operations in a day.

L&T is amongst the first corporate to have a policy on HIV/AIDS that clearly shows our commitment at all levels towards the disease & the community at large. The main objectives are to build awareness on HIV/AIDS, prevention, and effective treatment management and support systems for the effected people. The employees have formed a voluntary group called “Jagruti
Social Welfare Group” to work in this area with the welfare and medical team. L & T has its own HIV - Voluntary Counseling & Testing Centre(VCTC) where HIV/AID awareness programmes, Pre-test counseling, free HIV/AIDS testing, Post-test counseling are provided to contract labour and L & T employees. To take this challenge ahead, “PRAYAS” the L&T Ladies Club, in parallel to the efforts of L&T VCTC, is running a centre called SWAYAM – A Rehabilitation & Training Centre for the HIV+ women, for helping them to be self-reliant and bringing them back to the mainstream of the society.

HIV AIDS Awareness / Prevention / Support

SWAYAM – Rehabilitation Centre for HIV+ Women
- Run by Prayas - L&T Ladies Club since May 2005.
- Shows Prayas President's dedication
- Presently 13 women are working.
- Swayam focuses not only on income generation but also on skill building which will be an asset to them.
- HIV+ women get daily wages, nutritional & medical support, support for their children's education.
- Products made by HIV+ Women

Hazira Manufacturing Complex

HZMC is continuously engaged in promoting general health and well-being of the community. L&T Welfare Centre in Surat City provides free medical facilities to community at large, constructed and maintained Primary Health Centre at Mora Village, with full Amenities. L&T HZMC being keen to upgrade Health related facilities in interior Tribal area of Surat, Tapi and Ahwa & Dang Districts, provided Life Saving Medical Equipments to various Government PHCs & CHCs. Weekly clinics, counseling sessions, Weekly clinics, Counseling sessions, Health camps are regularly held by L&T HZMC.

L&T Hazira Manufacturing Complex (HZMC) is actively engaged in the promotional activities of Primary Education –

Education too has been a primary focus area and a number of initiatives have been taken by ways of constructing & adopting school, constructing class rooms, renovation works, providing educational equipments, conducting developmental activities for children, distributing education kits etc.
Education

- Mayur Dhwaj Vidhyalaya, Village Mora.
- Navchetan Vidhyalaya, Village Junagam
- Junagam Primary School, Village Junagam
- Other Rural School
- Urban Schools
- Chikkar Primary School (Tribal Residential School)
- Project ‘Neev’ – for specially abled
  - Andhajan Sikshan Mandal, Surat
  - Disable Welfare Trust of India, Surat
  - Mahadev Education & Charitable Trust
- Government of Gujarat Program – Pravesh Utsav
- Project ‘Aadhaar: Skill Building Program for women – ‘Tailoring course’

It includes Project – ‘Aadhaar’ – running various skill building programs for women in surrounding villages.
L & T has deep concern for providing the Services to the Community around its works & the city like tree plantation in near by villages, adopted Bhatlai village to promote the concept of Clean Gujarat - Clean Bhatlai, financial aid and support to the events like Special Olympics, Gujarat - for Mentally Challenged children, to the trusts assisting specially abled, to the Senior Citizens by way of providing various facilities to Old age Homes, need based projects like relief work during the crisis - natural calamities like Surat flood, Gujarat earth quack, Bihar flood etc.

Community services also cover the employment to locals. Even though, the Hazira Manufacturing Complex (HZMC) unit is set up in government waste land and there are no land looser families, Hazira Manufacturing Complex (HZMC) makes conscious efforts to recruit local talents at various levels.

The company encourages a comprehensive Preventive medical examination to ensure the wellbeing of all its employees. This help in arresting/pre empting occupational illness. **Since inception there is no occupation-related disease reported at L&T-HZMC.** Because Hazira Manufacturing Complex (HZMC) rigorously follows the legal requirements, **there is no incident of child or forced labour reported by statutory authority till date at HZW.**

As a hallmark of L&T’s presence in the city & as a responsible corporate citizen, HZMC has also contributed in beautification of the city by way of constructing traffic islands and their maintenance.

A Community Welfare Section maintains constant relations with the members of the local panchayat & community to identify their needs, prepare proposals, get management approval and implement them.
Understanding the need for developing skilled workforce, Larsen & Toubro, a USD 11.7 billion technology, engineering, construction and manufacturing company set out to regulate and promote Construction Vocational Training (CVT) in India by establishing a Construction Skills Training Institute (CSTI) during late 1995 at Chennai. Based on a sustainable CSR model, the CSTI training is structured to enable both new entrants and less experienced workers in the industry, progressively improve their knowledge and competencies in the respective trades. Construction skill standards are formulated for different trades after carefully analyzing the knowledge and the skill expected for each level of competency. In addition, different trade tests have been specified to assess the knowledge and skill level attained.

Today, the Construction Skills Training Institute (CSTI) has six more CSTIs operating as cost centres in Mumbai, Hyderabad, Ahmedabad, Delhi, Bangalore and Kolkata, providing life-giving construction skills to school drop-outs and rural youth, usually from below-poverty-line families.
Objectives of CSTI:

- To train the construction workforce to meet the challenges and demand for world class construction skills in terms of safety, quality of workmanship and time.
- To identify the training needs of construction workforce and set standards to monitor their occupational competencies and the technical skills deployed in the industry.
- To disseminate knowledge and appropriate skill practices through recognized systems of training, testing and certification to validate competency levels.
- To facilitate training by setting up modular training schools with well-defined infrastructure and curriculum.
- To serve the social objective of the organization through channelizing the potential and strength of rural youth in India, for producing trained construction workforce who are capable of delivering world class standards.

Training Curriculum and Selection Criteria

In order to meet international standards, L&T entered into a MoU with Henry Boot Training Ltd and the Construction Industry Training Board of UK for the development of modular training. At present, basic training is imparted in the following trades:

- Formwork Carpentry
- Bar Bending and Steel Fixing
- Masonry (Brick Work & Block Work)
- Plumbing and Sanitary
- Electrical
- Scaffolding
- General Assistants
- Welding (Pipe Welding)
- Welding (Structural Welding)
- Pre-Stressing
- Transmission Line Tower Erection
- Railway Electrification

The methodology of trade training comprises the following:

Skill Standards

As a pre-requisite to meet the strategic objectives, occupational skill standards have been laid down specifying the requirement of knowledge and skills in respect of each trade. Skills have been grouped into three distinct levels starting from basic level III, and progressing to intermediate level II and thereafter to high level I.

Training Curriculum

For each trade, a Job Tree Task Analysis detailing the content to be covered under this unified modular training and a basic course book has been written.

Training Period
All the courses are designed as short-term vocational training. The period varies from 200 hours spread over 1 month to 600 hours spread over 3 months depending on the trades. The coverage is practical oriented (80%) and classroom training (20%).

Training the Trainers
Experienced L&T personnel from construction job sites in respective trades are drafted and professionally trained to deliver instructions, assisted by experienced workers to demonstrate field practices. Such trained persons are eventually posted to effectively impart trade training.

Workmen Referral Card
A workmen referral card has been introduced, which furnishes personal data of each tradesman and a format to record the skill level of the jobs done by the individual. Such data are stored in electronic media for easy access and continuous updating, reference and follow-up.

Career Progression Plan
Training Programme design using the modular approach allows for continuous assessment of achievement and recognition at each stage of training. Trade Competency Tests at all levels are conducted at periodical intervals to determine the knowledge and skill standards attained. Technicians who successfully complete the training to the standards required under the continuous assessment programme are awarded the respective trade certification.

Integration with National Main Stream
The integration of the CSTI-Technician in the National mainstream is envisaged via Certification through approved National Certifying Authorities.

Skilled Workers changing the Skyline of the Nation
Such trained technicians are deployed at various job sites across the country. They work along with their peers and attain expertise in respective trades over a period of time. Indeed these trained workers attain more than the required skill standards in the shortest time possible and contribute to changing the skyline of the nation.
As the largest Engineering and Construction Company in the Country, L&T feels it has a responsibility towards the construction industry of India, the second largest employer after agriculture. And, as an organisation seen as a nation builder, L&T also believes that it has a responsibility to improve the lives of the people of its country. Through its CSTIs, the Company hopes to realise both its dreams – of building lives and building the nation.