



Mindtree

Welcome to possible



A TREE ALWAYS GIVES BACK

Annual Report 2017-18



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A tree always gives back



When it comes to giving back, we do not need to look far for inspiration. Providing shade and comfort to all without discrimination, being a home for birds and more, giving out life-sustaining oxygen – there is a lot we can learn from the humble tree. Giving back is one of them, and something that we, at Mindtree, strive to do.

At Mindtree, we expand the potential of technology to benefit not just businesses, but societies as well. Our philosophy is rooted in 'giving back' to the society by leveraging "technology expertise", our strategic asset.

We have taken a pledge to help the underprivileged of the society. Through the Mindtree Foundation, we address the challenges of educating deprived children, providing basic needs to the poor, offering disaster relief during calamities, and delivering medical assistance to the needy. We also partner with several non-profit organizations to tackle social issues and help the underprivileged.

At the same time, our primary effort, via Mindtree.org, is to address diverse social challenges of the large, informal sector in India through our digital platform. Through the platform, we offer a host of products, solutions and services that directly impact the informal economy and create greater value for all stakeholders.



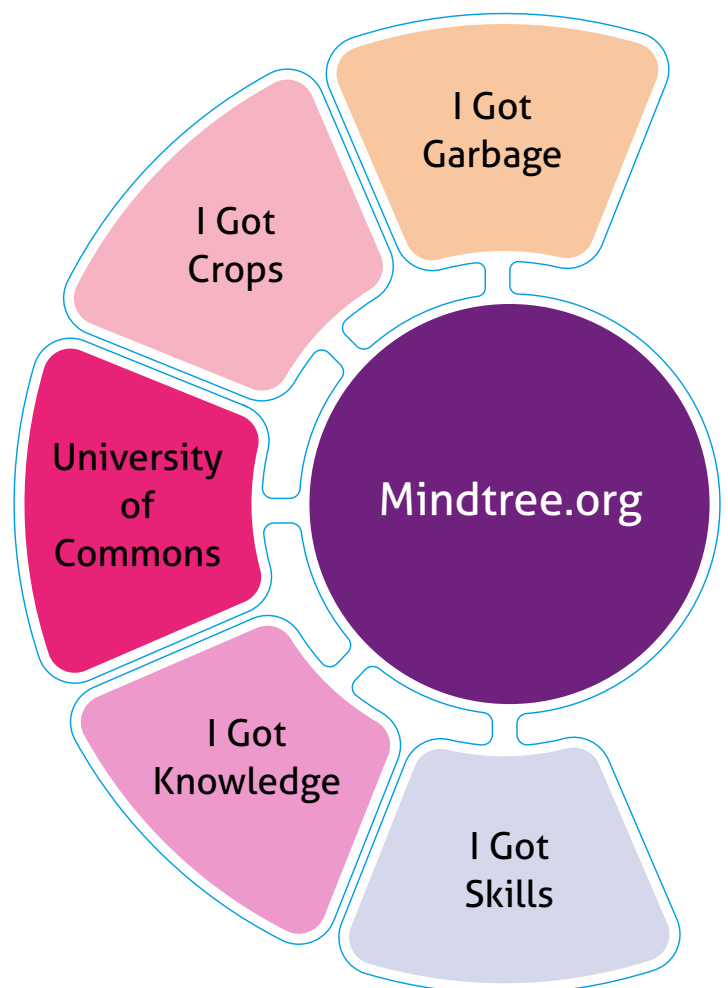
Mindtree.org:

Breaking shackles of poverty
and inefficiency

India's informal sector is driven by millions of independent entrepreneurs - farmers, waste-pickers, vegetable vendors, and more. National Sample Survey Organization has estimated that 84.7% of jobs in the Indian economy are in the informal or unorganized sector. This makes the informal sector the largest pool of workers in the country and means that 84.7% workers in India lack good education, professional skills, social security perks, or insurance.

Mindtree.org — an integral part of our CSR initiative — works with various independent entrepreneurs of the informal sector to enhance skills and livelihoods. Through a host of domain solutions, we address challenges arising due to a shortage of best practices, skills and education. We redress low wages, middlemen interference and silos. And our goal is to provide a digital platform that 'gives back' through social inclusion, structured operations and livelihood enhancements.

We provide a host of technology products and solutions that are aimed at enhancing the livelihoods of independent entrepreneurs in the informal sector. Our ready-to-use solutions are currently impacting different players of the informal economy including agriculturalists, teachers and principals of rural schools, artists and small traders and entrepreneurs.



I Got Skills

India is positioned to be the largest labour marketplace in the coming years. This worker marketplace can transform and drive tangible impact, if it is skilled sufficiently, to accelerate India's growth. In contrast, India's current workforce is predominated by unskilled and semi-skilled workers. In fact, only 2.3 percent of India's workforce has received some formal skills training.¹

At the same time, the need for humans, who perform menial jobs, is dwindling due to the growing popularity and influence of technology and automation solutions. Without education and vocational skills, the future of India's unskilled and semi-skilled workers is dim and distressing.

That's why the Indian Government, on its part, is putting in focussed efforts to skill India's workforce. While many national-level initiatives by the National Skills Development Council (NSDC) have been put in place, state governments too are doing their bit. In Karnataka, the government has launched Koushalya Karnataka program to train and educate the youth of the state. And we are happy to state that we, at Mindtree, have been chosen as their primary partner to realize the centre's and state's objectives of skilling.



Providing skills, self-esteem, and confidence

I Got Skills (IGS) is our flagship program in partnership with the Government of Karnataka to upskill the state's workforce. Our objective is to career counsel unemployed youth in the state, which will not only provide them with a livelihood but also enhance confidence and self-esteem. Through this program, we aim to skill the unemployed youth such that their capabilities match the new requirements of today's business establishments.

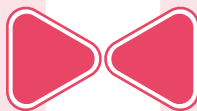
To begin with, we have created an application and on boarded unemployed youth and potential employers of the informal sector. The primary objective of the app is to function as a match-maker and connect the most suitable employer and employee.

At the same time, we have encouraged employers to start apprenticeship programs that could enhance skills of the unemployed. We are happy to note that 10,000 employers are now offering apprenticeships.

The IGS application: Connecting the unemployed with the employer

Skilling the unemployed

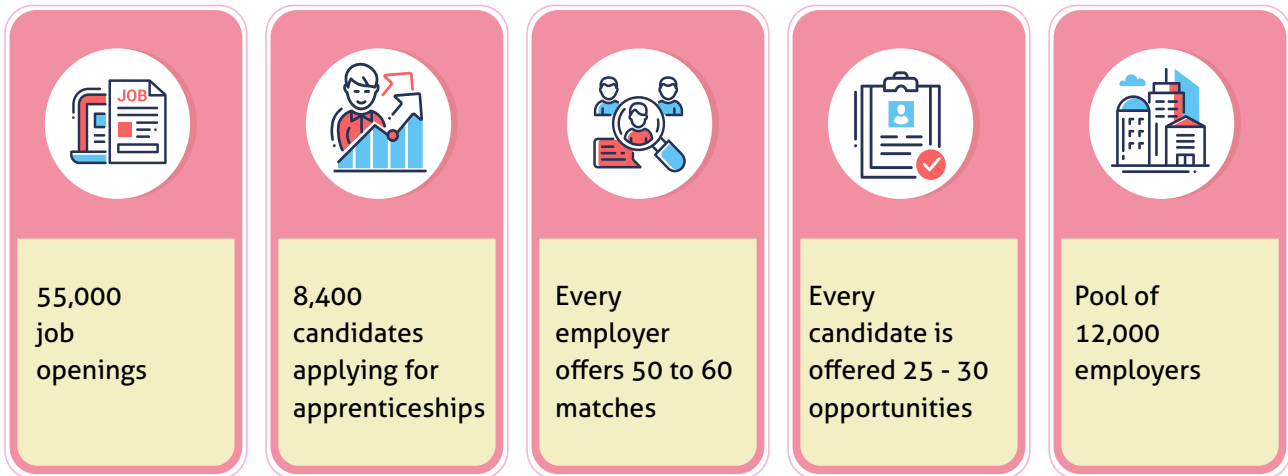
- Telephonic counselling to assess skills and interests
- Face-to-face counselling at 120 centres
- Educate candidates on how to gain skills
- Rate candidates through a score



Helping the employer find helping hands

- On board employers through a registration drive
- Showcase job descriptions
- Shares details on apprenticeship opportunities

Our report card

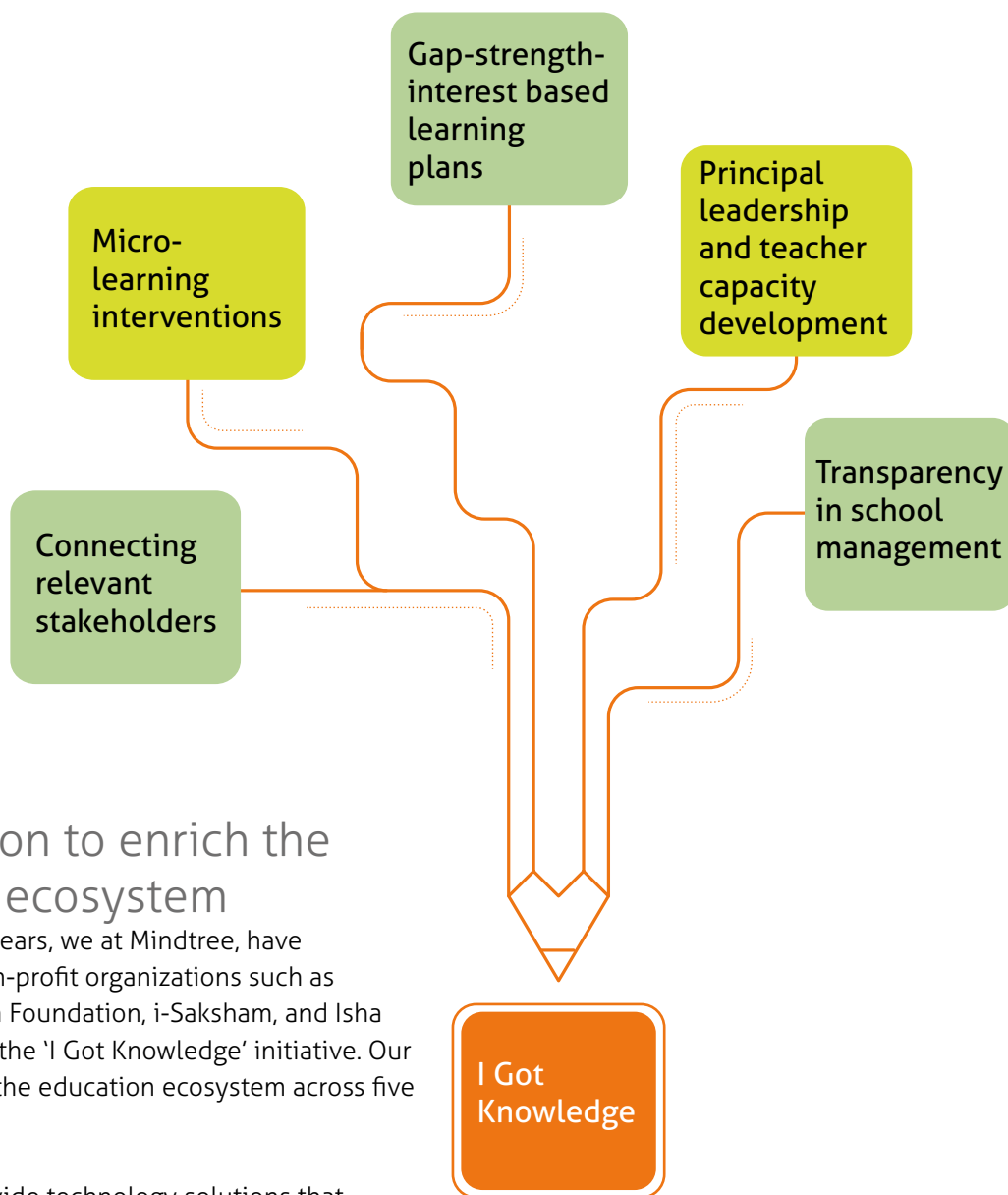


I Got Knowledge

Education is a child's best gift. And across the world, the ecosystem of education is driven primarily by schools. Within schools, multiple stakeholders - management boards, principals, and dedicated teachers - strive to inculcate the right knowledge and values to young minds. The significance of schooling cannot be better described than Victor Hugo's quote - "He who opens a school door, closes a prison." In India, the government has invested significantly to reduce school drop-outs and nourish children with meals. However, it remains unsuccessful in enhancing the quality of teaching in government education institutions.

As a result, there is a growing sense of cynicism about the Indian public schooling system. Lack of qualified teachers, unregulated operations, haphazard classes, and poor infrastructure are driving children and their parents away from public education institutions and towards private schools. This has to change, as the hallmarks of a developed nation are good quality and affordable public education.





On a mission to enrich the education ecosystem

Over the last few years, we at Mindtree, have partnered with non-profit organizations such as Kaivalya Education Foundation, i-Saksham, and Isha Vidyalaya to drive the 'I Got Knowledge' initiative. Our aim is to enhance the education ecosystem across five parameters.

Our forte is to provide technology solutions that solve the gaps in the rural schooling system. Through multiple apps, we have been able to help volunteers gauge the state of infrastructure at schools, connect primary stakeholders - principal, parents, and management committee – better, and drive performance.

An application to guide volunteers the right way

While our NGO partners hire/enrol multiple volunteers to enhance student learning outcomes, many of these volunteers deviate from their objectives when the challenges of the schooling system hit them. Consequently, we have developed an application

that provides these volunteers with a digital journey to help them focus and analyse gaps, monitor performance, and share best practices. And we are happy to say that our efforts are reaping results.



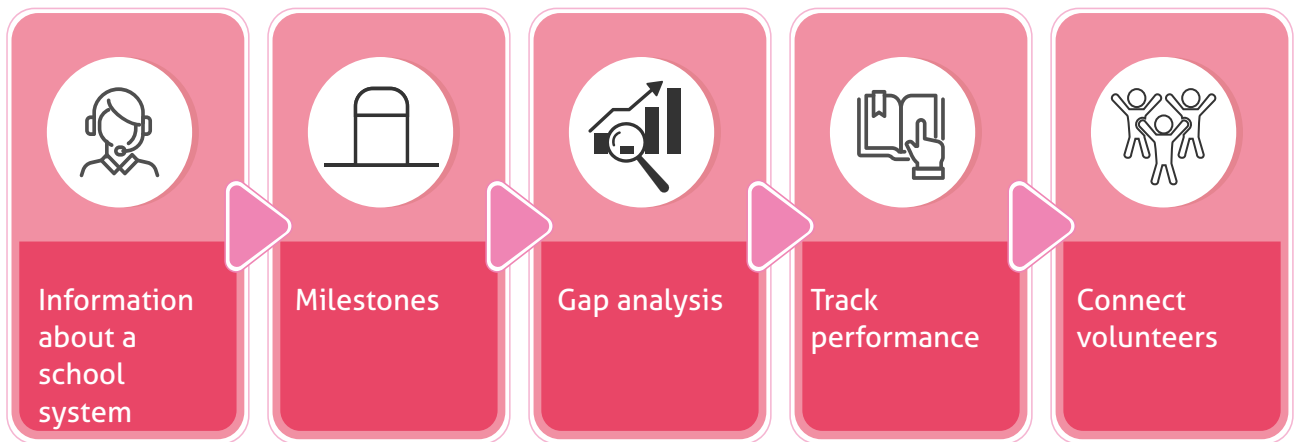


Figure 2: The core components of our IGK app

Our report card...

