



# **CAPACITY BUILDING INTERVENTIONS IN INDIAN PRIVATE SECTOR**

LANDSCAPE STUDY

AUGUST 2022



# INTRODUCTION

As per the Skilling Today report 2021<sup>1</sup>, nearly 3/4th of the Indian companies implement programs to either upskill or reskill their workforce to meet changing business needs. With the emergence of potentially disruptive technologies such as Big data, AI, ML, robotics, 3D printing, etc. the need for Indian corporates to adopt a continuous approach to learning and skilling has accelerated.

Some recent trends in learning and development interventions from the corporate world are highlighted below:

- While most companies continue to train employees on core skills (such as IT, and web development), some companies have begun to instil **foundational skills** not directly related to employees' roles.<sup>2</sup> These include digital skills, teamwork effectiveness, self-management, critical thinking, adaptability etc.
- Several companies have invested their resources in providing **personalised training** via online learning platforms, while others have teamed up with MOOC platforms, universities, or private L&D providers. For example,
  - Axis Bank has partnered with Coursera to offer training in subjects such as data analytics, leadership, etc.
  - Ashok Leyland has similarly partnered with the Great Lakes Institute of Management to train its young managers on functional capabilities such as process excellence, design thinking, innovation, etc.
- Few companies have designed **specialised training programs** to cater to their specific capability development needs. For example,
  - TCS's Inspire is a program targeted at providing fast-track career progression to high-potential employees.
- Some companies have followed up and implemented **Open-Sourced L&D programs** to provide access to the wider learner community. For example,
  - Tata Management and Training Center (TMTC) has open programmes on various behavioural and functional skills such as customer centricity, commercial acumen, governance and ethics etc.

This document attempts to provide relevant information on the learning and development aspects contributing to capacity building for large Indian corporates, including Larsen & Tubro, Tata Group, Infosys, Aditya Birla Group, Godrej, Hindustan Unilever and NASSCOM.

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<sup>1</sup> [77% of Indian Companies offer training to all employees; highest in the world](#)

<sup>2</sup> [The changing face of learning and development in India](#)

The section on the **Training Profile** covers comprehensive information on the current, emerging interventions by the listed corporations.

The section on **Company Profile** covers information for corporations such as key people in leadership positions, prominent subsidiaries, size, CSR focus areas and domain areas related to the organisation.

The section on **Mapped Sectors** attempts to map sectors on the iGOD platform (<https://igod.gov.in/sectors>) with the corporate domain/ sectoral presence.

The objective of this note is to provide relevant information on organisations so as to explore possible collaborations for large-scale capacity-building interventions for public officials.

## SECTION 1: TRAINING PROFILE

### LARSEN & TOUBRO GROUP

Larsen & Toubro (L&T) group gives a lot of emphasis on learning and development. It runs many dedicated training institutes/ academies. Key highlights of various training interventions at L&T group are as follows:

- The Leadership Development Academy (<http://lnt-lda.com/>)
  - Mainly offline classroom-based training.
  - Located in Lonavala, Maharashtra.
  - Targeted for mid and senior management.
  - Focus on leadership development and entrepreneurship.
- Project Management Institute (<http://www.lntipm.org/>)
  - Offline classroom-based training.
  - 2 Campuses - Vadodara and Chennai.
  - Focus on Project Management training.
- Construction Skill Training Institutes (CSTI)([know more](#))
  - Trained over 300,000 youth in construction skills training such as bar-bending, formwork carpentry, masonry, scaffolding, electrical, and welding.
  - Courses related to smart city projects such as OFC & CCTV installation and maintenance, solar panel installation and maintenance, networking, metro communication and Smart Meter with emphasis on technology and innovation.
  - 9 training centres across India.
  - Project Neev: Vocational training for specially-abled persons to make them self-reliant.
- L&T Edutech (<https://lntedutech.com/>)
  - L&T EduTech is an initiative under Larsen & Toubro to bridge the gap between industry and academia. The core objective is to enhance students' employability and career progression for professionals across engineering & technology sectors.
  - We engage with various State Skill Development Missions (SSDMs) and jointly work towards skilling, upskilling, and re-skilling the youth of that state.
- CTEA – Corporate Technology & Engineering Academy
  - Located in Mysuru & Madh.

- Covers various technical and engineering topics such as CAD, CAM, CNC, Fabrication, Soldering, PLC, etc.
- Diagnostically Evolved Site Intervention (DESI) Training Program
  - Behavioural training interventions.
  - Mainly offline and onsite training.
- Any-Time Learning portal (<https://atl.ltindia.com/>) offers on-demand certificate-based digital training for its employees.
- Other Key initiatives
  - Leadership development programs for Senior Management, Executives and Supervisors with IIMs.
  - Executive MBA opportunities for middle managers.
  - First-of-its-kind training centre for rail construction in the country.
  - 3,276 hours of training on Human Rights provided in FY 2021-22.
  - 4.96 million safety training hours. Average training hours per employee: 8.37 hours.



## TATA GROUP

Tata Management and Training Center, the learning arm of Tata Group Human Resources, is one of the foremost professional training and leadership development centres in India. The centre has started transitioning towards blended/ hybrid learning experiences and utilising business simulations for the courses. Some of the training programs are here:

- **Leadership Mindset Series:** A three-tier leadership programme with participation from various businesses across the Tata Group. This is targeted at helping managers deal with the major transition points in their career journey.
  - **Blue Mint:** A 6-month-long leadership flagship programme, in partnership with London Business School, for early career leaders across the Tata Group. The program entails a combination of classroom and experiential learning to help develop capabilities in line with the “Future-ready” and “Future-engaged” Tata group talent architecture.
- **Custom Programs:** These are tailored to Tata Group company’s specific capability development needs. These customized interventions are designed to enhance both business-critical functional skills, as well as a leadership capability. A few examples are:
  - **Leadership One for Tata Motors:** A 12-month-long learning journey aimed at enhancing participants’ capabilities in customer-centricity, leveraging digital technologies etc. Participants are provided opportunities to apply learning to live business issues through time-bound action-learning projects.
  - **Emerging Leaders Seminar for TCS:** A 10-day intervention, in partnership with Ohio State University, to help participants understand core functional areas of business and its interdependencies, drivers of strategy etc.
  - **Key Account Management for Tata Teleservices:** A 3-day program to develop an appreciation for the strategic aspects of Key Account Management.
- **Open Programs:** These have been kept open for external bodies such as civil societies, government etc. The courses/programs cover broad themes such as customer centricity, analytics, managing human capital, strategy and innovation, commercial acumen, social impact, communication, governance and ethics.
- **Coachworks:** These are offered as individual sessions and group activities to support senior and mid-leadership through a one-on-one custom learning journey. There are different thematic areas such as executive presence, business pitches and dealing with ambiguity, interpersonal skills, growth mindset, communication skills, emotional resilience and conflict management etc.



# INFOSYS

Infosys caters to the diverse capacity-building needs of its workforce via various artificial intelligence-driven portals. Infosys hosts the following learning intervention for its employees.

- InfyMe portal (<https://infyme.infosysapps.com/en/>)
  - Internal portal for staff training and development.
  - Learn anytime, anywhere using the mobile application
- Infosys Lex (<https://lex.infosysapps.com/>)
  - Infosys Lex is a next-gen learning solution that helps organizations accelerate their talent transformation journey.
  - Lex recommends skills and learning paths based on employee interests, skills, and roles.
  - Houses 2700+ courses with approx 25,000 daily learners.
- InfyTQ (<https://infytq.onwingspan.com/>)
  - A free learning and engagement platform for engineering students to allow them to gain crucial skills and industry ready. It offers more than 60 courses catering to technical skills such as python, java, DBMS, etc. as well as behavioural skills such as communication skills, presentation skills, etc.
  - The platform has a user base of more than 1.4 million users with around 120 thousand daily active learners.
- Infosys runs one of the largest Foundation Programmes at its Corporate University in Mysore for entry-level engineering graduates.
  - This is a 23-week residential training programme designed to aid students' transition from the academic world to the corporate world, as qualified professionals.
  - The programme is focused on imparting generic and stream-specific training in various technology areas, along with soft skills and leadership programmes, to engineering graduates who join Infosys every year.
  - The program has so far benefited from ~140 eminent professors visiting prestigious global universities.
- Infosys Leadership Institute (ILI) is another initiative at Infosys to build a learning-centric organisation. ILI works closely with senior management at Infosys and aids them in achieving the organisational goals.

- Digital Quotient (DQ) is used by Infosys to objectively assess and classify the digital readiness of its individuals and teams. It measures,
  - Skills possessed by employees
  - Proficiency of the employees in skills possessed
  - Their digital exposure in adjacent areas
  - Their expertise in working on assigned projects
- Infosys houses a talented group of Digital Solution Specialists who are employees who have developed multidisciplinary skills and knowledge of business technology.
- Infosys Platinum Club is another initiative at Infosys to drive highly talented employees. Employees with consistent performance, excellent coding skills or very high DQ get nominated to the platinum club where they can access personalised learning and development opportunities.
- Infosys has very wide university connections for the skills development of employees. Some of these are
  - *Cornell University* for program management skills
  - *Rhode Island School of Design* for design skills
  - *Purdue University* for the training of employees on cyber security skills
  - *Trinity College, Hartford* for business analysis skills
  - *The University of North Carolina* for data analytics skills
  - Other university partnerships include the University of Bucharest, King's College London, Wharton School of Business, Kellogg School of Management, Stanford University, MIT, RWTH Aachen, and the University of Cambridge.
- Apart from universities, Infosys also has very strong network support from Academia to mentor and guide its employees. It has partnerships with ~1850 academic influencers from across the globe who have made more than 3100 academic visits.





## ADITYA BIRLA GROUP

Key highlights of various training interventions at Aditya Birla Group are as follows:

- Aditya Birla Group Leadership Programs (ABGLP)<sup>3</sup>
  - The program began as The Group Management Trainee Program to build versatile next-generation leaders for the Aditya Birla Group.
  - This provides real-time, hands-on learning and development opportunities to participants through a series of stints across businesses, locations, and functions. Leadership Development Programs are experiential and use innovative methodologies for designing and delivering learning.
  - There are functional area-based leadership programs such as
    - Human Resource Leadership Program- A functional management program for HR professionals.
    - Finance Leadership Program-A functional management program for the first attempt CA rank holders.
    - Leadership Associate Program- A general management program.
    - Engineering Leadership Program- A technical management program.
- An internal platform titled 'REPRISM Program' for technical employees to bring together entry-level and young employees who compete with each other across businesses and showcase their innovations.
- Global Manufacturing Leadership Program<sup>4</sup>: A mid-career program for manufacturing professionals that aims to accelerate the development of middle and senior-level talent to prepare a pipeline of manufacturing business leaders.
- Knowledge Integration Programs (KIPs) provide the platform to share success stories and best practices and learn from each other.
- Functional Training Programs are designed to enhance functional domain knowledge in line with industry best practices.



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<sup>3</sup> <https://www.abglp.adityabirla.com/>

<sup>4</sup> [ABG's approach to develop Agile leaders](#)

## GODREJ GROUP

Key highlights of various training interventions<sup>5</sup> at Godrej group are as follows:

- Management and Leadership development programmes-
  - Gallop (Godrej Accelerated Learning and Leadership Orientation Programme ) at Godrej Properties Limited- A Management trainee program for young trainees to create future leaders. This comprises pre-joining engagement, corporate and business induction, and comprehensive project stints. The approach involves engaging and blended learning to provide hands-on experience in various functions and facilitate business conversations with Senior Leaders.
  - Corporate Induction Programme for Lateral Recruits- A week-long induction programme for lateral joiners with a focus on familiarising the businesses, culture, code of ethics, values, safety, CSR and other processes related to the work environment.
  - Godrej Leadership Induction Programme for Development and Excellence (GLIDE)- One-month induction programme for management graduates to enable a smooth transition from academic to professional setup.
  - Management Development Programmes- In tie-ups with academic institutions such as Great Lakes Institute of Management, IIM Kolkata, BITS Pilani, and CII- Visionary Leadership Programmes for Manufacturing to focus on functional and managerial competencies.
  - I-Build- A cohort-based leadership development programme designed and introduced across various levels.
  
- Training programs are delivered in the following manner:
  - Training Calendar- A six-month rolling calendar for in-house learning and development programmes based on the leadership competency framework. Specific training programme modules include innovation, project management, global adaptability etc.
  - Sprint- Programme to help employees work upon business ideas and enhance their business and strategic thinking.
  - Master Class- Customised learning programmes with industry experts sharing best practices, and accelerated learning programmes in safety, production and design.
  
- Industrial skilling programmes for employees and apprentices:
  - ITI Apprenticeship- Modern manufacturing practices.

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<sup>5</sup> [Godrej Sustainability Report 2016](#)

- National Employability Through Apprentice Programme (NETAP) Trade Appliances- 24-month training program organised under the National Employability Enhancement Mission (NEEM) initiative by the **Government of India**.
  - TTP (Technical Training Programme) to Graduate Engineering Trainees/Diploma Engineering Trainees- 15 days training programme for freshly inducted engineers/diplomas trainees on 8 core technical processes- welding, press shop, finishing, machine shop, maintenance, quality, design, assembly and fitting.
  - Industry Exchange Programmes- In partnership with institutes like Association of Overseas Technical Scholarships (AOTS ) Japan, **Employers Federation of India** etc. to improve job-related skills and knowledge base of employees.
  - Godrej Disha-vocational training programme aimed at underprivileged youth, delivered through Excellence Centre for Technical Training in several cities.
- Godrej Capability Factors (GCFs)- This framework is used to guide people's policies and practices.



## HINDUSTAN UNILEVER

Key highlights of various training interventions at the Hindustan Unilever (HUL) group are as follows:

- HUL runs an open online portal <https://www.glowandlovelycareers.in/>
  - To help individuals aspiring for careers in beauty and wellness, finance and accounts, IT, education and training, healthcare, media and entertainment.
  - The platform hosts close to 550 online courses delivered in partnership with edX, NIIT, NPTEL, Autopedia, English Edge, and foreign universities such as MIT, Delft, Berklee, NYIF, UBC, HKUST, and Michigan University.
- HUL runs a residential programme at IIM-Ahmedabad,
  - Aimed at helping HUL distributors improve their marketing and distribution skills.
- HUL also has an initiative wherein its employees can work with other organisations, including startups,
  - To learn to deal with business problems across industries
  - These include an opportunity to work with GreyOrange (a robotics company), Milkbasket (a grocery delivery firm), Google, Facebook, Amazon, the Taj Group of Hotels and mobile marketing company, InMobi.
  - HUL executives have also spent a significant amount of time at the **Quality Council of India (QCI)** and other government organisations.
- HUL firmly believes that 70 per cent of learning happens on the job, HUL's holistic 70:20:10 capability building approach allows blended learning with 70 per cent capability built on the job through live assignments, 20 per cent through coaching, short-term projects, and exposures, and 10 per cent through classroom, virtual and e-learning.
- Hindustan Unilever embraced the 'Connected 4 Growth' (C4G) framework which entailed setting up of empowered Cluster Category Business Teams (CCBTs) with representatives from all functions.
- Other interventions include
  - Leveraging newer learning channels including platforms like Degreed, Udemy and LinkedIn Learning.
  - Training on POSH, Diversity and Inclusion.



## NASSCOM

The National Association of Software and Service Companies (NASSCOM) aims to reskill and upskill India's workforce to ensure talent is future-ready in terms of new-age skills and jobs and to make India a global hub for digital talent. Key highlights of various interventions of NASSCOM are as follows:

- Sector Skill Council (SSC)  
SSC NASSCOM catalysing the IT-ITeS Skills development ecosystem, enables India to be the global hub for Digital talent. It is the official Sector Skill Council recognised by the **National Skills Development Corporation** (NSDC). SSC NASSCOM is the authorized assessment & certification body for IT-ITeS National Occupational Standards (NOS), issuing nationally recognized skills certificates.
  - Impacted 2 million users across 11,500 certification programs in IT skills training. Partnership with 50+ academic institutions.
  - Assessments across 50+ job roles in the IT industry. Already assesses 1.7 million users.
  - Offers a platform for the IT industry to hire apprentices with relevant skills
- FutureSkills Prime platform  
A skilling ecosystem focused on emerging technologies, powered by a partnership between the **Ministry of Electronics and Information Technology**, the Government of India, NASSCOM, and the IT industry. It seeks to propel India to become a global hub of talent in emerging technologies.
  - Offers ~240 expertly curated and industry-relevant courses targeting skills in Emerging Technologies, Big Data and Analytics, Cybersecurity, Robotics and Automation, Web and Mobile Development, Cloud Computing, Internet of Things, Artificial Intelligence, Virtual Reality, and Blockchain



## SECTION 2: COMPANY PROFILE

### LARSEN & TOUBRO GROUP

Larsen & Toubro Ltd, commonly known as L&T, is an Indian multinational conglomerate company, with business interests in engineering, construction, manufacturing, technology, information technology and financial services, headquartered in Mumbai. The company is counted among the world's top five construction companies.

#### KEY PEOPLE<sup>6</sup>

- Anil Manibhai Naik, Chairman
- S. N. Subrahmanyam, MD & CEO
- R. Shankar Raman, CFO

#### PROMINENT SUBSIDIARIES

- L&T Limited
- L&T Infotech
- Mindtree
- L&T Financial Services
- L&T Technology Services
- L&T EduTech

#### COMPANY SIZE

- Number of employees: ~100,000 plus across all subsidiaries
  - Permanent Employees: 45,615
  - Engineers (BTech/MTech/Diploma): 37,966
  - Workforce (Contract Employees): 200,062
- Revenue (FY 2021): INR 1,010 billion

#### BASE LOCATION

- Headquarters: Mumbai
- Key locations: Available across all major countries globally

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<sup>6</sup> Mr Adil Zainulbhai, Independent Director, Board of Directors

## DOMAIN / SECTOR

- Infrastructure
- Construction
- Defence Engineering Business
- Hydrocarbons Business
- Water and Effluent Treatment
- Heavy engineering Business
- Power Business
- IT & Technology Services
- Financial Services Business
- Development Project Business
- Shipbuilding
- Aerospace
- Electrical & automation
- Mining and metallurgy

## CSR FOCUS AREA

- Education
- Health
- Water & Sanitation
- Skill building

CSR Expenditure in FY 20-21: INR 14.4 billion



# TATA GROUP

Tata Group is an Indian multinational conglomerate headquartered in Mumbai. Tata Group is India's largest conglomerate, with products and services in over 150 countries, and operations in 100 countries across six continents. Tata Sons is the holding company and promoter of all Tata Group companies. 66% of Tata Sons' equity is held by the Tata Trusts and dividends flow directly to support the philanthropic work of the Trusts.

## KEY PEOPLE

- Ratan N Tata, Chairman Emeritus
- N Chandrasekaran, Executive Chairman, Tata Sons

## PROMINENT SUBSIDIARIES

- Tata Steel
- Tata Consultancy Services
- Tata Motors
- Tata Chemicals
- Tata Power
- Tata Capital
- Titan
- Voltas
- Tata Communications
- Tata Play
- Tata Teleservices
- Tata Asset Management Company

## COMPANY SIZE

- Revenue(FY 2021-2022): INR 10,15,641 Cr
- No. of employees: 9,35,000 across 100+ locations worldwide

## BASE LOCATION

- Mumbai, India

## DOMAIN / SECTOR

- Technology
- Steel
- Automotive
- Consumer and Retail
- Infrastructure
- Financial Services
- Aerospace and Defence
- Tourism and Travel
- Telecom and Media
- Trading and Investments



## CSR FOCUS AREA

Tata Group and Tata Trust's CSR<sup>7</sup> approach involves equipping communities with information, technology and capacity to achieve improved health, education and livelihood outcomes. Some notable interventions are:

- Tata Engage is a group-level volunteering platform that helps volunteers to engage with the community by contributing their time and skills. The platform facilitates three distinct formats for volunteer engagement- experiential volunteering events through Tata Volunteering Weeks, skill-based, weekend projects through ProEngage and volunteering for Tata Disaster Responses.
- Thousand Schools Programme, an initiative by Tata Steel, to revitalise school education in its areas of operation. The programme focuses on three aspects of schooling- access, learning and governance- to create a model of elementary education. One of the key interventions is to equip Community Education Resource Centers (CERC) with rich online and offline resources to serve as a 'Window on the World' for the students.
- Tata Strive, the group-wide skilling initiative, provides best-in-class training to the youths by bringing leading partners and processes together.
- Project MANSI<sup>8</sup>, an initiative at Tata Steel, intends to reduce infant mortality in the company's operational area by expediting maternal and newborn care.
- Project Lakhpati Kisan, a community-led intervention by Tata Trusts, focuses on improving the incomes of farming families in marginalised tribal communities.



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<sup>7</sup> <https://www.tatasustainability.com/SocialAndHumanCapital/CSR>

<sup>8</sup> Maternal and Newborn Survival Initiative

# INFOSYS

Infosys Limited is an Indian multinational information technology company that provides business consulting, information technology and outsourcing services.

## KEY PEOPLE

- Salil Parekh, Chief Executive Officer and Managing Director
- Krishnamurthy Shankar, Executive Vice President, Group Head, Human Resource Development

## PROMINENT SUBSIDIARIES

- Infosys Limited
- EdgeVerve Systems
- Infosys BPM Limited
- Infosys Consulting

## COMPANY SIZE

- Revenue (FY 21-22): INR 12,164 billion
- Number of employees(FY 21-22): 314,015

## BASE LOCATION

- Headquarters: Bengaluru, India

## DOMAIN / SECTOR

- Fin-Tech
- Information Technology
- Artificial Intelligence/ Machine Learning

## CSR FOCUS AREA

- Hunger, Poverty, Malnutrition And Health
- Education
- Rural Development Projects
- Gender Equality And Empowerment Of Women
- Environmental Sustainability
- National Heritage, Art And Culture

CSR Budget for FY 21 was ~ INR 3.6 billion



## ADITYA BIRLA GROUP

Aditya Birla Group, headquartered in Mumbai, is a global conglomerate with a presence in more than 36 countries in North and South America, Africa, Asia and Europe. The businesses cover a wide range of sectors such as metals, pulp and fibre, chemicals, textiles, telecom, financial services, fashion, retail and renewable energy. The Group's roots can be traced back over 150 years to the 19th century.

### KEY PEOPLE

- Kumar Mangalam Birla, Chairman
- Shiv Shiva Kumar, Group Executive President, Corporate Strategy and Business Development
- Dr Pragnya Ram, Group Executive President, Group Head – CSR, Legacy Documentation & Archives

### PROMINENT SUBSIDIARIES

- Aditya Birla Capital
- Aditya Birla Fashion and Retail
- Aditya Birla Chemicals
- Birla Carbon
- UltraTech Cement Ltd.
- Aditya Birla Renewables
- Vodafone Idea Ltd and others

### PROMINENT BRANDS

- Allen Solly
- Van Heusen
- UltraTech
- Peter England
- Louis Philippe
- American Eagle
- Birla White
- Ted Baker
- Ralph Lauren
- Hackett
- Simon Carter and others

### COMPANY SIZE

- Revenue (FY 2020-21): INR 3,57,036.75 Cr
- Number of employees: ~140,000 across 36 countries as of December 2021.

### BASE LOCATION

- Mumbai, India

## DOMAIN / SECTOR

- Trading
- Chemicals
- Mining
- Textiles
- Carbon Black
- Metals and Insulators
- Financial Services
- Fashion
- Cement

## CSR FOCUS AREA

The CSR projects<sup>9</sup> are carried out under the aegis of Aditya Birla Centre for Community Initiatives and Rural Development. The focus is primarily on implementing development interventions towards the all-round development of the communities around the Group company's plants- Hindalco, Grasim and UltraTech- located mostly in distant rural areas and tribal belts. The focus areas include healthcare, education, sustainable livelihood programmes, infrastructure and model villages. Some notable interventions are:

- Project Solar Urja Lamp supports women in self-help groups to set up Solar Urja Lamp (SoUL) assembly units, where women and youth are trained to become solar entrepreneurs.
- Project ANYA, a project in collaboration with NABARD, is envisioned to empower over 150 women from seven villages in Gummidipoondi, Chennai. The project aims at creating income-generation opportunities on a sustainable basis through training and skill development, spanning tailoring, garments stitching, embroidery, floriculture, phenol and detergent-making.
- Five considerable multi-skill multi-sector Training Centres have been set up in five cities (Raipur, Udaipur, Vadodara, Bhopal and Nagpur) where youth (18-30 yr) are being provided short-term training in hospitality to computers to electronic and electrical repair to cosmetology.
- Project KHEL, a Knowledge Hub for e-learning, engage 7,500 students across 50 schools in Maharashtra, MP and UP to learn English, Math and Science using game pedagogy multimedia methods



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<sup>9</sup> Corporate Presentation,  
<https://www.adityabirla.com/about-us/downloads/Group-presentation-Feb-2022.pdf>

## GODREJ GROUP

The Godrej Group, headquartered in Mumbai, is a global conglomerate covering a wide range of sectors such as aerospace and defence, appliances, food and agriculture, real estate, financial services and energy.

### KEY PEOPLE

- Nisaba Godrej (Executive Chairperson)
- Sudhir Sitapati (Managing Director and CEO)

### PROMINENT SUBSIDIARIES

- Godrej and Boyce
- Godrej Industries
- Godrej Properties
- Godrej Agrovet
- Godrej Consumer Products
- Godrej Infotech
- Godrej Koerber
- Godrej Capital

### COMPANY SIZE

- Revenue (FY 2020-21): INR 47,610 cr
- Number of employees: ~ 29,000 as of FY 2020-21

### BASE LOCATION

- Headquarter: Mumbai
- Locations: Africa, Middle East, ASEAN, Latin America

### DOMAIN / SECTOR

- Aerospace and Defence
- Appliances
- Chemicals
- Financial Services
- Food and Agri
- Furniture & Fittings
- General Engineering
- Heavy Engineering
- Home & Personal Care
- Intra-logistics
- Information Technology
- Infrastructure
- Lock and Security Locations
- Power and Energy
- Real Estate

## CSR FOCUS AREA

Approximately 23% of the promoter holding of the Godrej Group is held in trusts. Godrej Trusts invest in the environment, healthcare, and education. Some projects<sup>10</sup> are

- Education
  - The Godrej Udayachal Pre-Primary and Primary Schools
- Health
  - The Godrej Memorial Hospital- high-quality healthcare at affordable costs
  - Providing corrective cleft and palate surgery in children from low-income families in collaboration with Smile Train
  - Elimination of Mosquito-borne Endemic Diseases (EMBED)- malaria prevention in MP
- Environment
  - Mangrove forest protection and management
  - Waste management
  - Watershed management
- Livelihood-
  - Salon-i: 500-hour vocational training programme for women (18-30 yrs)
  - Beautypreneur: Beauty and wellness women micro-entrepreneur



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<sup>10</sup> [Strategic Pillars-Godrej](#)

# HINDUSTAN UNILEVER

Hindustan Unilever (HUL) Ltd is India`s largest fast-moving consumer goods company, with leadership in Home & Personal Care Products and Foods & Beverages. With 64 brands spanning categories such as fabric solutions, home and hygiene, life essentials, skin cleansing, skincare, hair care, colour cosmetics, oral care, deodorants, tea, coffee, ice cream & frozen desserts, foods and health food drinks, the Company is a part of the everyday life of millions of consumers across India.

## KEY PEOPLE

- Nitin Paranjpe, Chairman
- Sanjiv Mehta, MD & CEO
- Anuradha Razdan, Executive Director, Human Resources
- Ritesh Tiwari, CFO & Executive Director, Finance & IT

## PROMINENT BRANDS

Lux, Lifebuoy, Surf excel, Rin, Wheel, Glow & Lovely, Pond's, Vaseline, Lakmé, Dove, Clinic Plus, Sunsilk, Pepsodent, Closeup, Axe, Simple, Love Beauty Planet, TRESemmé, Brooke Bond, Bru, Knorr, Kissan, Kwality Wall's, Horlicks and Pure-it.

## COMPANY SIZE

- Revenue (FY 21-22): INR 500 billion
- Number of employees: ~21,000

## BASE LOCATION

- Headquarters: Mumbai, India
- Parent company: Unilever PLC, London, UK

## DOMAIN / SECTOR

Fast-moving consumer goods with 64 brands spanning categories such as fabric solutions, home and hygiene, life essentials, skin cleansing, skincare, hair care, colour cosmetics, oral care, deodorants, tea, coffee, ice cream & frozen desserts, foods and health food drinks.

## CSR FOCUS AREA

- Health & Hygiene and Nutrition
- Environmental Sustainability
- Water Conservation including drinking water and creating Eco Model Villages
- Rural Development, Skill Development, Entrepreneurship Development and Education
- Disaster Response
- CSR Expenditure for FY 20-21: INR 1.61 billion





# NASSCOM

The National Association of Software and Service Companies (NASSCOM) is an Indian non-governmental trade association and advocacy group. It focuses on accelerating the pace of transformation of the industry to emerge as the preferred enabler for global digital transformation.

## KEY PEOPLE

- Krishnan Ramanujam, Chairperson
- Debjani Ghosh, President
- Kirti Seth, CEO, FutureSkills
- Srikanth Srinivasan, Vice President and Head, Membership and Outreach

## PROMINENT INITIATIVES

- NASSCOM Product Conclave
- NASSCOM Emerge 50
- Global In-house Centers Summit
- Big Data Analytics Summit
- Diversity & Inclusion Summit
- HR Summit
- Nasscom Leadership Forum
- NASSCOM Engineering Summit
- Annual Information Security Summit
- NASSCOM Innotrek

## BASE LOCATION

- NASSCOM offices are located across all major cities in India

## DOMAIN / SECTOR

- Information Technology (IT)



## SECTION 3: MAPPING OF SECTORS WITH iGOD

Integrated Government Online Directory ([iGOD](#)) provides a single point source to know all about Indian Government MDOs at all levels and from all **sectors**. The following tables show the alignment of the sectors between the above-mentioned corporates and the sectors from iGOD.

### LARSEN & TOUBRO GROUP

S No	Company's sector/ domain	Aligned sector from iGOD
1	Mining and metallurgy	Coal & Mine
2	IT & Technology Services	Communications & Information Technology
3	Defence Engineering Business	Defence
4	Power Business	Energy & Power
5	Water and Effluent Treatment	Environment & Natural Resources
6	Financial Services Business	Finance, Banking & Insurance
7	Construction	Housing & Urban Development
8	Development Project Business	
9	Hydrocarbons Business	Petroleum, Oil & Natural Gas
10	Electrical & automation	Science, Technology & Research
11	Infrastructure	Transport & Infrastructure
12	Heavy engineering Business	
13	Shipbuilding	
14	Aerospace	

### INFOSYS

S No	Company's sector/ domain	Aligned sector from iGOD
1	Fin-Tech	Finance, Banking & Insurance
2	Information Technology	Communications & Information Technology
3	Artificial Intelligence/ Machine Learning	

## TATA GROUP

S No	Company's sector/ domain	Aligned sector from iGOD
1	Steel	Coal & Mine
2	Consumer and Retail	Commerce & Industry
3	Technology	Communications & Information Technology
4	Aerospace and Defence	Defence
5	Financial Services	Finance, Banking & Insurance
6	Trading and Investments	
7	Telecom and Media	Information & Broadcasting
8	Tourism and Travel	Tourism
9	Automotive	Transport & Infrastructure
10	Infrastructure	

## ADITYA BIRLA GROUP

S No	Company's sector/ domain	Aligned sector from iGOD
1	Chemicals	Chemicals & Fertilisers
2	Mining	Coal & Mine
3	Metals and Insulators	
4	Textiles	Commerce & Industry
5	Fashion	
6	Trading	Finance, Banking & Insurance
7	Financial Services	
8	Cement	Housing & Urban Development
9	Carbon Black	Petroleum, Oil & Natural Gas

## HINDUSTAN UNILEVER

S No	Company's sector/ domain	Aligned sector from iGOD
1	Fast-moving consumer goods	Commerce & Industry

## GODREJ GROUP

<b>S No</b>	<b>Company's sector/ domain</b>	<b>Aligned sector from iGOD</b>
1	Chemicals	Chemicals & Fertilizers
2	Appliances	
3	General Engineering	Commerce & Industry
4	Heavy Engineering	
5	Information Technology	Communications & Information Technology
6	Aerospace and Defence	Defence
7	Power and Energy	Energy & Power
8	Financial Services	Finance, Banking & Insurance
9	Food and Agri	Food & Public Distribution Agriculture & Cooperation
10	Home & Personal Care	Health & Family welfare
11	Furniture & Fittings	
12	Lock and Security Locations	Housing & Urban Development
13	Real Estate	
14	Intra-logistics	Transport & Infrastructure
15	Infrastructure	

## NASSCOM

<b>S No</b>	<b>Company's sector/ domain</b>	<b>Aligned sector from iGOD</b>
1	Information Technology (IT)	Communications & Information Technology

