



skills and livelihoods

INTERVENTIONS

SAKHI - TRANSFORMING WASTE THREAD BY THREAD

BUNKAI HANDLOOM SCHOOL

SANDUR POTTERY

TARANG TAILORING UNIT

CHARKHA INITIATIVE

DESERT PASTORALE - BARMER, RAJASTHAN

KALADHAM - RATNAGIRI, MAHARASHTRA

INDIA'S FIRST SKILL IMPACT BOND

DRIVING SCALE THROUGH INNOVATIVE FINANCING

SKILLING YOUTH FOR EMERGING OPPORTUNITIES

PROMOTING ENTREPRENEURSHIP AND LOCAL ENTERPRISES

BUILDING INCLUSIVE AND FUTURE-READY COMMUNITIES

STRENGTHENING WOMEN'S LIVELIHOOD

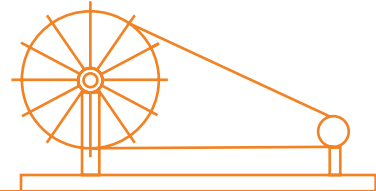
PREPARING YOUTH FOR THE FUTURE OF MOBILITY

STRENGTHENING INDUSTRY PARTNERSHIPS FOR EMPLOYABILITY

JSW SHAKTI: POWERING WOMEN-LED LIVELIHOODS



EMPOWERING SELF-SUSTAINING COMMUNITIES



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At JSW Foundation, we believe meaningful livelihoods are the cornerstone of inclusive development. Through industry-aligned skilling programmes, strategic partnerships, and future-ready training models, we are equipping youth and women with the knowledge, technical capabilities, and confidence needed to thrive in an evolving economy.

During FY26, our skilling initiatives focused on bridging the gap between education and employability by creating pathways to sustainable employment across emerging sectors such as electric mobility, construction, manufacturing, hospitality, retail, healthcare, and language training.

SCALING WITH PURPOSE

Beneficiaries
18,000

Sakhi - Transforming waste thread by thread

Upcycling waste, empowering women

Project Sakhi offers an innovative and sustainable solution to the growing challenge of single-use plastic waste by combining environmental responsibility with livelihood creation. The initiative upcycles discarded plastic materials—such as carry bags, multi-layered packaging, glittery gift wraps, and obsolete audio/video cassette tapes—into handcrafted fabrics using traditional charkha (spindle) and handloom techniques.

Waste plastic is ethically sourced from organisations working with waste-picker communities. The entire process—from spinning to weaving—is manual, ensuring dignified livelihood opportunities for individuals from economically vulnerable backgrounds, including those with no prior weaving experience.

The upcycled, handwoven fabrics are transformed into a range of value-added products, demonstrating a circular economy model that integrates waste management, heritage crafts, and women's empowerment.



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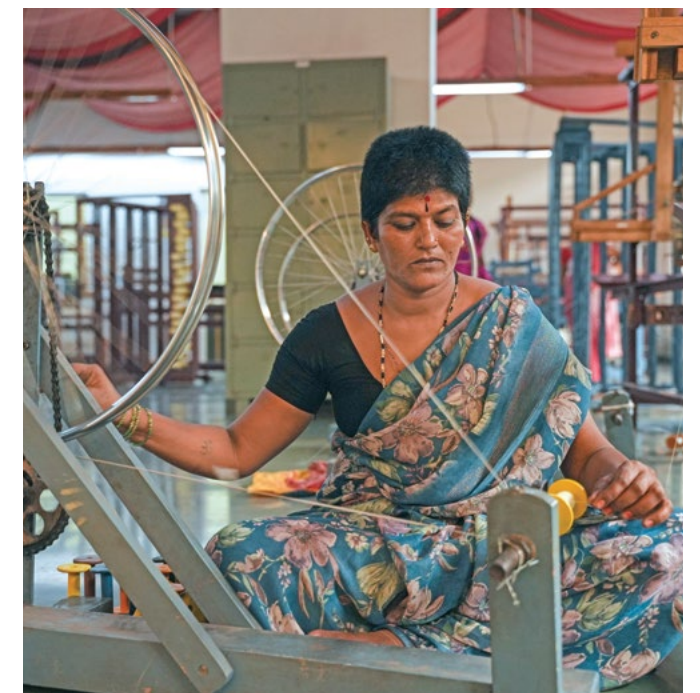
Bunkai handloom school

Creating sustainable livelihoods in the apparel sector

Bunkai Handloom School is a flagship initiative aimed at reviving handloom traditions by creating first-generation women weavers. The name 'Bunkai' is derived from 'Bun' meaning to weave and 'Kai' meaning hand.

The programme trains women from financially vulnerable communities in hand weaving, enabling them to build sustainable livelihoods in the apparel value chain. Working primarily with cotton, the programme emphasises product quality, design aesthetics, and market readiness. Women receive continuous guidance on design development and access to markets, ensuring income sustainability.

Going forward, JSW Foundation aims to adopt a seed-to-fabric approach, including growing organic cotton, with the entire value chain being women-led. The initiative seeks to inspire women from neighbouring communities to take up handloom weaving as a viable livelihood option.



Women
30
WEAVERS

5
HAND SPINNERS



Tarang Tailoring Unit

During FY26, the Tarang Tailoring Unit strengthened women's economic empowerment by creating sustainable livelihood opportunities through industry-aligned skill development. The denim stitching unit provided employment to 75 women, while a new batch of 100 women commenced training. Implemented in collaboration with JK Trust and Raymond, the programme equips participants with industry-standard tailoring skills, enhancing their employability and enabling pathways to dignified, sustainable livelihoods.

Women
75
 EMPLOYMENT

Women
100
 COMMENCED
 TRAINING

Sandur Pottery

The JSW Foundation's Sandur Pottery Unit is revitalising the region's traditional pottery craft by providing artisans with a dedicated experimental studio to innovate while preserving their heritage. Through design interventions, skill enhancement, and exposure to contemporary techniques, potters are creating high-value, market-ready products. The initiative also connects artisans with designers and architects, enabling access to new product categories, broader markets, and sustainable livelihood opportunities. Together, it fosters creativity, entrepreneurship, and the long-term preservation of traditional craftsmanship.



Charkha initiative

Trained women
500+
 CUMULATIVELY
 ACROSS SHOLTU
 AND KUTEHR



Empowering women artisans in Kinnaur

Charkha initiative supports women artisans in the remote Himalayan region of Kinnaur by strengthening traditional handloom practices and promoting gender justice. The initiative focuses on skill upgradation, product diversification, and access to fair-priced raw materials.

Training was provided in areas such as product and design development, business planning, marketing and branding, soft skills and market linkages.

Trained women
417
 ARTISANS

Desert Pastoral – Barmer, Rajasthan

JSW Foundation supports 500 women artisans across three Gram Panchayats in Barmer by strengthening the handicraft ecosystem through skill enhancement and enterprise development. The Foundation established the Desert Pastoral Producer Company Limited to promote traditional Applique and Mukka art. During the year women were trained in digital marketing and e-commerce, product catalogues were developed and products were listed on platforms such as Flipkart and Meesho. This integration of digital marketplaces has enhanced business sustainability and income diversification.

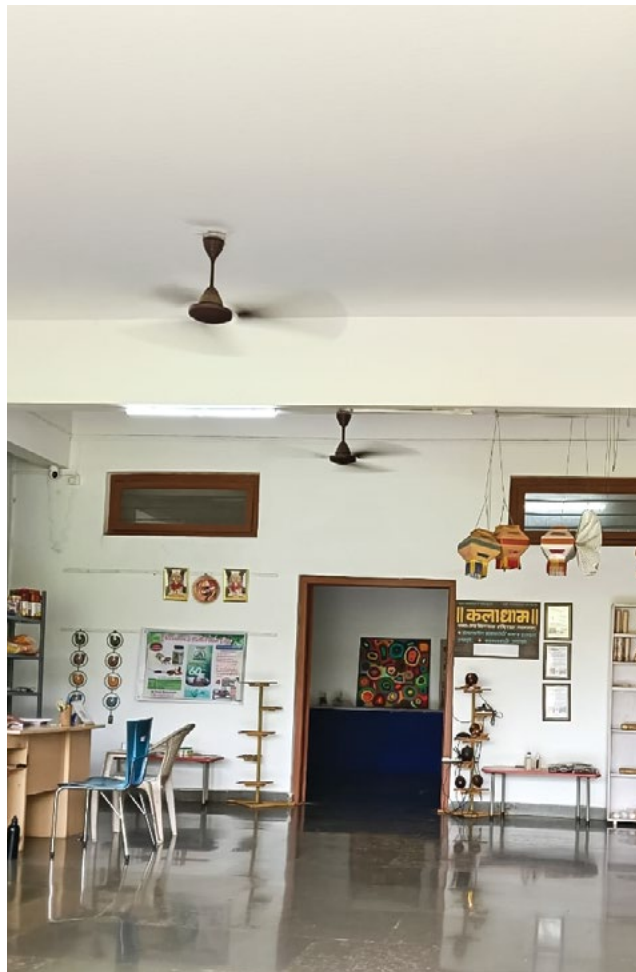


Supported
500+
WOMEN ARTISANS

Kaladham – Ratnagiri, Maharashtra

Kaladham is a dedicated artisan training and market linkage centre developed by JSW Foundation in Ratnagiri. It provides artisans with skill development support and access to structured markets. The centre serves as a hub for preserving crafts while enabling sustainable incomes.

Artisans
265+
ASSOCIATED



India's First Skill Impact Bond

JSW Foundation, in partnership with NSDC Skill Impact Bond (SIB), is implementing India's first outcome-linked skill financing model. The initiative aligns skilling with employment outcomes, with a strong focus on women's workforce participation.

Progress and Impact

7 Cohorts launched **34,500** Candidates enrolled

₹14,000
Average monthly wage

17,800+
Beneficiaries retained in employment for three months (till Cohort 5)

73%
Female beneficiaries among retained candidates

Gender and outcome highlights

69%
End-of-bond gender ratio projection

74%
Retained beneficiaries projected to be women

+10% points
Improvement in female transition rates at retention (Cohort 6)

+3% points
Improvement in female transition rates at placement (Cohort 6)

34,500
CSR beneficiaries



The Skill Impact Bond is on track to meet its final targets:

50,180 Enrolment **62.5%** Gender Ratio Target
30,150 Retention

Impact

The placement-retention rates increased by ~10 percentage points since Cohort 1 and gender wage gap reduced from 18% (Cohort 1) to 11% (Cohort 6).

Driving scale through innovative financing

JSW Foundation continues to support one of India's largest outcome-based skilling initiatives through the Skill Impact Bond, implemented in partnership with NSDC, HSBC, Children's Investment Fund Foundation (CIFF), Dubai Cares and the British Asian Trust.

Working with implementation partners including Learnnet, Magic Bus, Medhavi Foundation, Tech Mahindra Foundation and others, the programme focuses on improving employment outcomes for young people across sectors such as retail, IT-enabled services, logistics and BFSI. By linking funding to measurable outcomes, the Skill Impact Bond demonstrates how innovative financing mechanisms can accelerate large-scale impact while ensuring accountability and effectiveness.



Skilling youth for emerging opportunities

JSW Foundation continues to support youth through technical, vocational and employability-focused training programmes designed to improve workforce readiness and access to sustainable careers.

In FY26, the Foundation expanded skill development initiatives across sectors such as electric mobility, manufacturing, technical trades and service industries. A significant milestone during the year was the launch of one of India's early Heavy Electric Vehicle Skill Development Centres of Excellence at Chhatrapati Sambhajnagar, developed to prepare youth for opportunities within the clean mobility ecosystem.

Training programmes integrate technical instruction with soft skills, workplace readiness and industry exposure, helping participants transition confidently into employment and entrepreneurship opportunities.

Promoting entrepreneurship and local enterprises

Beyond wage employment, JSW Foundation encourages entrepreneurship as a pathway to economic resilience. Through mentoring, enterprise incubation and market-oriented training, community members are supported in building micro-enterprises and small businesses.

Livelihood interventions are tailored to local economic contexts and include support for agriculture-linked livelihoods, service enterprises, waste management enterprises and community-based production systems.

Building inclusive and future-ready communities

Our skilling and livelihood initiatives prioritise inclusion by creating opportunities for women, youth, persons from underserved communities and first-generation earners. By combining skills, confidence-building and ecosystem support, the Foundation seeks to create long-term pathways towards economic mobility and social empowerment.

Strengthening women's livelihood

Women remain at the centre of our livelihood interventions. Through Self-Help Groups, producer collectives and enterprise-based initiatives, JSW Foundation supports women in building sustainable income streams and leadership capacities.

Across multiple locations, women engaged in activities such as tailoring, food processing, handicrafts, textile-based livelihoods and community enterprises received training, market linkage support and institutional strengthening assistance.

The Foundation also continued to strengthen craft and textile initiatives that preserve traditional skills while enabling access to modern markets and improved earning opportunities.



Preparing youth for the future of mobility

Recognising the rapid growth of the electric vehicle ecosystem, JSW Foundation launched the Electric Mobility Professional Advancement & Capacity Training (EMPACT) programme in Chhatrapati Sambhajnagar, Maharashtra. Developed as a state-of-the-art skilling initiative, EMPACT provides specialised training in electric vehicle assembly, battery systems, welding assembly, diagnostics, testing, charging infrastructure, and workplace safety.

The programme aims to train 1,000 youth over three years, creating a skilled workforce for India's growing EV industry. During the reporting year, over 100 candidates were enrolled across specialised trades, receiving hands-on practical training aligned with industry requirements. The initiative has received strong endorsement from industry leaders and academic institutions for its advanced infrastructure and market relevance.

Strengthening industry partnerships for employability

In partnership with the Confederation of Indian Industry (CII) Foundation, JSW Foundation expanded access to vocational training in Madhya Pradesh and Maharashtra. The programme delivered training across sectors including construction, power generation equipment maintenance, air-conditioning services, hospitality and automobile servicing.

Of the 100 candidates trained during the year, 71 secured employment opportunities with reputed organisations, demonstrating the effectiveness of industry-linked skilling models. Building on this success, the programme is being scaled further to benefit additional youth through structured training and placement support.



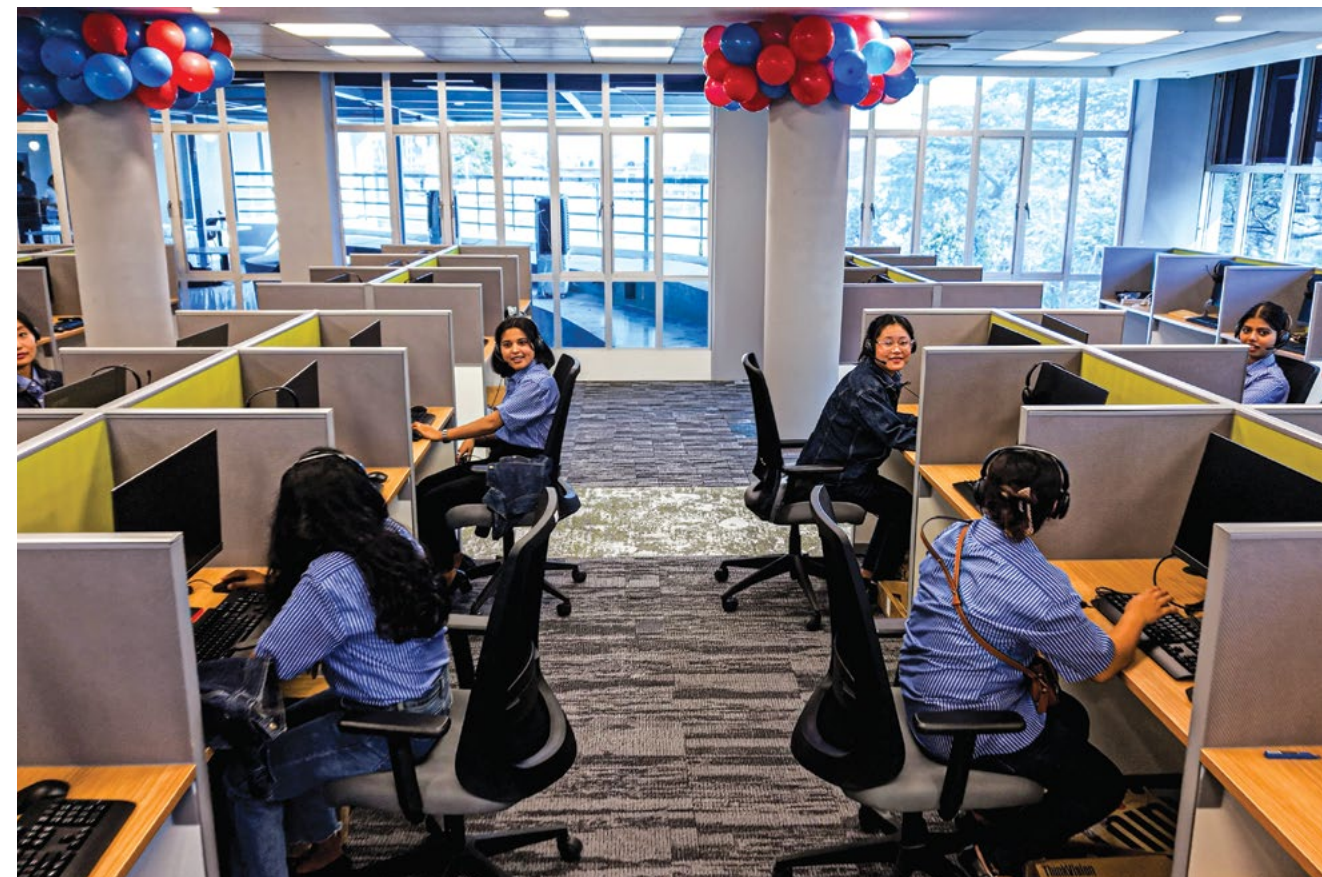
JSW Shakti: Powering women-led livelihoods

JSW Shakti, the women's empowerment and livelihoods initiative of JSW Foundation, is creating transformative opportunities for women by building a scalable ecosystem of sustainable livelihoods across India. Anchored in the belief that economic independence is fundamental to social empowerment, the initiative combines technology, industry partnerships, skill development, and community engagement to enable women to participate meaningfully in the formal economy. By creating employment opportunities closer to their homes, JSW Shakti is not only enhancing household incomes but also strengthening local economies and fostering inclusive growth.

FY 2025-26 marked a significant year of growth for JSW Shakti's technology-enabled livelihood initiatives, with the expansion of its Business Process Outsourcing (BPO) operations. A landmark achievement was the inauguration of a new BPO centre in Dimapur, Nagaland, by the Hon'ble Chief Minister of Nagaland, Shri Neiphiu Rio, in February 2025. Among the first women-

centric BPO initiatives in North-East India, the centre represents a pioneering model that brings digital employment opportunities to an underserved region. Equipped with modern infrastructure and AI-enabled business processes, the centre delivers high-quality business process services while equipping women with digital and professional skills required for the evolving workplace. More importantly, it enables women to pursue meaningful careers within their own communities, reducing migration and creating pathways to long-term financial security.

Further strengthening its national footprint, JSW Shakti expanded its BPO operations at the JSW Steel Salem Works facility in Tamil Nadu by adding an additional 100-seat capacity. This expansion has created new employment opportunities for women from surrounding communities, reinforcing the Foundation's commitment to decentralised employment generation and inclusive economic participation.



Overall, FY 2025-26 witnessed remarkable growth in the BPO business, with operational capacity doubling through the addition of nearly 500 seats. This rapid expansion demonstrates the viability of technology-enabled enterprises in rural and semi-urban India while creating dignified employment for women. The initiative continues to showcase how digital service delivery can become a catalyst for inclusive development by unlocking opportunities beyond India's metropolitan centres.

The impact of JSW Shakti extends beyond employment generation. Through structured training, continuous capacity building, workplace mentoring, and exposure to emerging technologies, women gain the confidence and skills required to build sustainable careers. These interventions contribute not only to improved livelihoods but also to enhanced agency, financial independence, and decision-making within households and communities.

The initiative's contribution to skill development and employment generation received national recognition during the year through a performance-linked bonus under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY). This recognition underscores the effectiveness of JSW Shakti's approach in aligning skilling with industry demand while creating measurable livelihood outcomes.

As it enters its next phase of growth, JSW Shakti remains committed to building one of India's largest women-centric rural livelihood ecosystems. By integrating technology, artificial intelligence, operational excellence, strategic partnerships, and community-led development, the initiative is creating scalable models that empower women, strengthen local economies, and contribute to inclusive and sustainable nation-building.



Women
4,500
TRAINED