

# **Impact Analysis Report**

AMM Foundation

Submitted By

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## Executive Summary

Tamil Nadu is one of India's most water-stressed states, receiving just 3% of the country's total water resources while supporting 6% of the population. [1] In this challenging context, the Nanneer Water Rejuvenation Project by the AMM Foundation is a timely and impactful intervention that aims to restore water bodies, improve groundwater recharge, and promote sustainable water use across rural and semi-urban communities. The initiative addresses both environmental sustainability and rural livelihoods, aligning closely with Sustainable Development Goal 6, which focuses on clean water and sanitation. [1]

This impact assessment finds that the Nanneer project has contributed significantly to the revival of local water ecosystems by rejuvenating ponds, lakes, and minor irrigation tanks. These efforts have improved local water availability, especially for agricultural and household use. Through the desilting of tanks, planting of native vegetation, and creation of recharge wells, the project has enhanced percolation and reduced surface runoff. These interventions, in turn, have led to improved crop cycles and reduced dependency on tanker water in participating villages.

The project's community engagement model is one of its standout features. Village committees and local volunteers are actively involved in identifying water bodies, overseeing maintenance, and promoting behavioral change through water literacy programs. This participatory approach ensures long-term ownership and ecological stewardship. Interviews conducted as part of the evaluation revealed that farmers have experienced improved access to irrigation water, which has contributed to higher agricultural productivity and income stability.

Beyond immediate environmental benefits, the Nanneer initiative contributes to climate resilience by strengthening water security in drought-prone regions. Tamil Nadu, which faces recurrent rainfall variability and groundwater depletion, needs scalable models of watershed management. The project demonstrates how CSR-backed initiatives can support public infrastructure by complementing government efforts under schemes such as the Jal Shakti Abhiyan and MGNREGS.

## Key Findings of the assessment

### *Nanneer Water Rejuvenation Project: Advancing Sustainable Water Management*

With Tamil Nadu facing **severe water scarcity**, **Project Nanneer** has been a **transformational initiative** in restoring **local water bodies**. By rejuvenating **10 lakes across Erode, Tiruppur, and Pudukottai districts**, the project has **strengthened groundwater reserves**, ensuring **sustainable water access for both agricultural and household use**.

#### Key Achievements:

- **30–40% reduction** in dependence on water tankers, leading to **cost savings for households**.
- **10–20% increase** in agricultural productivity, enabling the cultivation of **water-intensive crops** like sugarcane, turmeric, and coconut.
- Improved **groundwater recharge**, reducing **borewell failures** and securing **year-round water availability**.

#### Challenges and Opportunities:

- Strengthening **water retention infrastructure**, particularly in areas affected by **climate variability**. Expanding to more areas in need by investing in **desilting and check-dam projects** to enhance **water retention**.
- Establishing **community-led water governance mechanisms** to ensure **long-term sustainability**. An exit strategy with an accurate handover to local governance bodies will ensure sustainability.

# Introduction

In 2022, India's Human Development Index (HDI) rose to 0.644, marking a recovery from the decline in 2021 and reflecting progress across key sectors. [1] This places India firmly in the medium human development category, highlighting the multidimensional nature of human progress. Health, education, and livelihoods serve as the fundamental pillars of development, each deeply interconnected. Advancing one in isolation rarely leads to sustainable outcomes, as these domains reinforce each other. Improved health outcomes enhance workforce productivity, education fosters informed decision-making and economic mobility, and stable livelihoods provide the resources necessary to access healthcare and education. Recognizing this synergy is essential for designing impactful initiatives that drive holistic development.

The four programs of AMM Foundation that are under review span across critical sectors viz. health, education, and the environment implemented in seven districts of Tamil Nadu. While the state boasts a high literacy rate of 80% and a well-developed public health infrastructure, reflected in its relatively low maternal mortality rate of 45 per 100,000 live births, challenges remain. [2] [3] There is a pressing need to strengthen scientific education and provide adequate infrastructure for STEM learning in rural primary schools to bridge the urban-rural divide in access to resources. Similarly, improving the quality of primary healthcare, particularly in diagnostics and outpatient services, is crucial to reducing the time and distance rural populations must travel to seek medical care. Moreover, regions like Karur, Erode & Tirupur are water deficient and many water bodies have diminished in size and capacity due to silt accumulation and lack of maintenance.

Founded in 1953 as the AMM Charities Trust, the AMM Foundation is built on a deep-rooted commitment to community welfare. [4] Guided by the principles of prioritizing people over products, service over profit, and social good over commercial gain, the foundation has made significant contributions to healthcare and education. It operates as the philanthropic arm of the Murugappa Group, focusing on community-driven initiatives in education, healthcare, sports, and environmental sustainability. Currently, the foundation manages five hospitals, four schools, and one polytechnic college.

Cholamandalam Investment and Finance Company Limited (CIFCL), actively supports the AMM Foundation's projects as part of its Corporate Social Responsibility (CSR) initiatives. CIFCL's CSR programs are integrated with its core business operations, demonstrating a commitment to shaping a better future for the nation and improving the quality of life for communities.

Among the initiatives supported by CIFCL are:

- **Murugappa Polytechnic College:** Established in 1957, this institution offers quality technical education and has been a cornerstone in developing skilled professionals.
- **Murugappa Science Center:** Inaugurated in 2019, the center aims to foster scientific curiosity and learning among students and the community.

- **AMM Hospital:** Founded in 1924, this hospital provides essential healthcare services to the community, embodying the Foundation's commitment to accessible medical care.
- **Nanneer Water Rejuvenation Project:** Launched in 2021, this flagship initiative focuses on water conservation through the desilting of ponds, enhancing water-holding capacity, and promoting a healthier aquatic ecosystem.

This report evaluates the Nanner Water Rejuvenation Project and provides a comprehensive understanding of their broader impact. By systematically assessing the environmental, social, and economic impacts, the findings will help refine future strategies, ensuring sustainable and meaningful progress.

## Objectives of the impact analysis

As per the RFP by **CIFCL (F.Y. 2023-24)**, the objectives of the assessment are maintained the same:

- To evaluate the effectiveness of the projects in achieving their stated goals
- Identify, predict and evaluate the socio-economic impact of the project with an eye on the Environmental, Social and Governance (ESG) aspects of the project.
- Promote sound and sustainable development through the identification of appropriate alternatives and mitigation measures.
- Collate and document quantitative data on the number of beneficiaries who have been directly benefited from the programme as also the qualitative aspects and to document the outcomes and lessons learned.
- To identify areas for improvement and provide recommendations for future projects

## Methodology used (qualitative & quantitative)

In the initial phase of the project, we collaborated with the CIFCL program implementation team to establish a structured study protocol. This phase involved a thorough preliminary assessment of the four AMM Foundation projects, enabling us to gain a foundational understanding of their scope, objectives, and historical evolution.

As part of this process, we engaged with the AMM team, facilitating introductions that provided valuable insights into the operational landscape of these initiatives. These interactions played a crucial role in shaping the primary data collection strategy by identifying key focus areas for assessment. From the preliminary discussions, it was observed that each program had a well-established trajectory, with a minimum operational history of five years.

To ensure that the impact assessment remains directly aligned with CIFCL's contributions, we conducted an in-depth analysis of their investments in these projects. This step was critical in refining the

questionnaire design and guiding the data analysis process, ensuring that the evaluation remained relevant to the specific inputs and interventions supported by CIFCL.

The study was structured as a **retrospective analysis**, allowing us to systematically establish key indicators related to the project's objectives, activities, and outcomes. This methodological approach was informed by the insights gathered during initial consultations with the project team members. Given the complexity and multidimensional nature of the initiatives, we adopted a **mixed-method research approach, incorporating both quantitative and qualitative data**. This comprehensive strategy enables us to assess not only the direct, measurable impact of the interventions but also the broader indirect effects, ensuring a holistic evaluation of the initiatives' effectiveness.

## Research Methodology

The evaluation methodology was designed to ensure a **comprehensive and multi-stakeholder assessment** of key performance indicators (KPIs) for each project. By employing a **mixed-method approach**, the study integrates both **quantitative and qualitative analyses** to provide a well-rounded understanding of CIFCL's contributions and their impact.

**Quantitative Analysis:** To assess the overall efficacy and effectiveness of the projects, retrospective data was collected and analysed. This data served as a basis for measuring direct and indirect indicators related to project inputs, outputs, and outcomes. Additionally, historical data predating 2024 was examined to establish baseline indicators, enabling a more robust interpretation of long-term impacts across all four projects.

**Qualitative Analysis:** To gain deeper insights into specific evaluation parameters, qualitative methods were employed through stakeholder engagement. Key informant interviews were conducted with program team leads, administrative officers, and selected professionals involved in project implementation. These discussions provided a nuanced understanding of the broader socio-economic impact and allowed for a detailed exploration of challenges, successes, and areas for potential improvement.

By integrating both quantitative and qualitative data, this evaluation ensures a holistic impact assessment, capturing not just the measurable outcomes but also the contextual and experiential dimensions of these initiatives.

## Evaluation Criteria

The evaluation framework for assessing project success and identifying potential improvements or risks was developed based on preliminary discussions with the AMM Foundation team, as well as insights derived from primary data collection and analysis for each initiative.

To ensure a robust and evidence-based assessment, performance metrics and key indicators were carefully selected and finalized through a combination of primary and secondary data sources. These

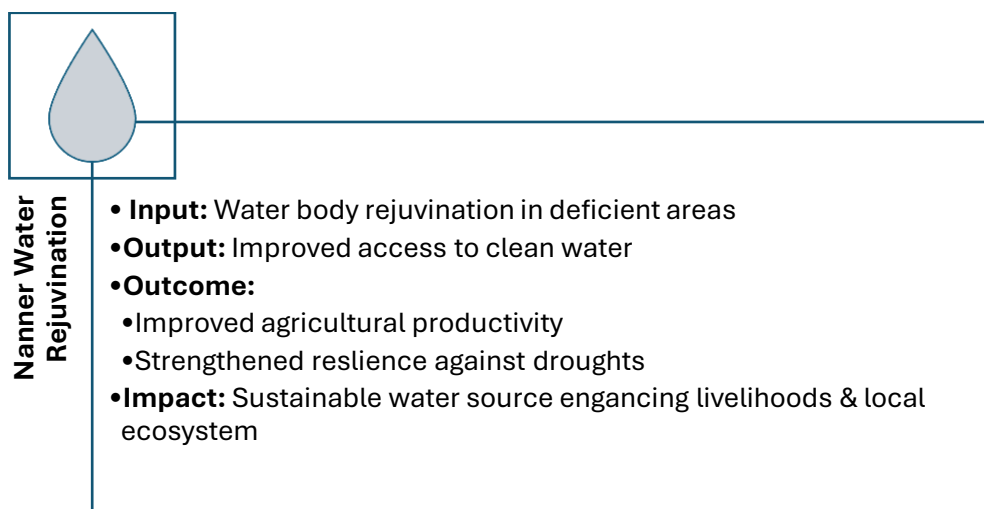
indicators serve as benchmarks for evaluating project effectiveness, impact, and areas requiring further enhancement.

## Framework of Assessment

The Theory of Change envisioned for four projects of AMM foundation can largely be focused around three important areas of work – health, education & clean water.

***A possible impact statement for AMM’s work in the four projects is Empowering communities in need by ensuring access to quality healthcare, education, scientific knowledge, and a sustainable clean source of water.***

The theory of change is given in the figure below.



*\*Affordable services entail OPD, therapeutic, pharmaceutical & diagnostic services*

**Figure 1: Theory of change**

The suggestive **Theory of Change (ToC)** outlines the logical framework of how AMM Foundation's initiatives create impact, linking activities to outcomes and the ultimate vision. Below are **the details of activities** for the selected programs:

#### **Sustainable Water Management & Community Resilience (Nanneer Water Project)**

- Water body rejuvenation and conservation projects
- Improve clean water availability for drought prone seasons and areas
- Community centered approach to ensure improved engagement in maintenance & sustainability of water rejuvenation sites.
- Community training on water management
- Implementation of rainwater harvesting and sustainable irrigation

This **Theory of Change** for all initiatives positions AMM Foundation as a catalyst for **health, education, STEM advancement, and environmental sustainability**, leading to **socio-economic development** in the communities it serves.

*The data for the above activities, along with their corresponding outputs and outcomes, were mapped using Key Informant Interviews (KIIs) and existing quantitative datasets for each program. KIIs were conducted with AMM staff members involved in the projects, community members, beneficiaries (where available), and the AMM team lead. The questionnaires for KIIs were designed based on the OECD DAC criteria to capture selected categories in greater depth. It is important to note that the qualitative data in this impact analysis does not merely supplement the quantitative indicators but provides a comprehensive understanding of the long-term outcomes and impact of the programs in areas where CIFCL has been actively and recently investing.*

#### **Key Performance Indicators for calculating outputs, outcomes & impact.**

The key performance indicators for all the projects were evaluated as per the OECD DAC criteria for evaluation. The projects were evaluated for four categories using mixed methodology approach

- Relevance
- Coherence
- Effectiveness
- Efficiency
- Sustainability
- Social Impact

The evaluation of these criteria was conducted using a structured set of quantitative indicators to measure outputs and outcomes. However, it was recognized that AMM projects have been operational for an

extended period, with some, like the AMM Hospital, dating back to 1924. Given this long history, relying solely on empirical data would not fully capture the broader impact created by the AMM Foundation.

At the same time, the research team acknowledged that CIFCL has been supporting multiple AMM projects for an average of only 1.5 years. This, however, does not diminish the fact that CIFCL chose to invest in AMM's initiatives because of the foundation's long-standing and consistent engagement with the community, earning both trust and respect.

To ensure a comprehensive impact evaluation, the study incorporated qualitative insights from staff members, beneficiaries, and AMM team members. This approach helped contextualize the impact beyond numerical indicators by considering lived experiences and perspectives.

To maintain the relevance of the assessment for CIFCL, the evaluation was carefully structured to focus only on direct and indirect indicators of change that were specifically linked to CIFCL's funding contributions. This prevented the analysis from diverging too far from its intended scope. Additionally, qualitative data was used to assess long-term impacts, complementing the quantitative performance indicators derived from digitized records maintained by various projects. Access to these records was granted based on availability and permissions from the AMM Foundation and CIFCL. The key indicators are provided in table 1 while the OECD DAC matrix is provided in Annex I.

**Table 1: Key Performance Indicators**

Project Name	Key Performance Indicator	Definition	Formula
Nanner Water Rejuvenation Project	Reach of the project	The number of villages utilizing the 10 water rejuvenation plants	Number of villages covered
	Improvement in livelihoods	Agricultural benefits due to the water availability	Additional crops grown due to water availability
	Improvements in water availability	Reduction in Seasonal acute Water scarcity	Reduction in purchase of water due to availability during summer

The assessment of each performance indicator was conducted through rigorous data collection and analysis, utilizing a range of research tools and methodologies. The evaluation process was also adapted **based on data availability at the source**, ensuring that findings remain reliable, actionable, and reflective

of on-ground realities. A mix of qualitative & previously captured quantitative data was used to analyse the impact created by the AMM projects.

## Limitations of the study

While this assessment provides valuable insights into the impact of CIFCL's CSR contributions to AMM Foundation's initiatives, certain limitations should be considered:

**Duration of CSR Support:** CIFCL's funding support has been limited to one year, while the projects have been operational for an average of a decade. Assessing long-term impact within this timeframe presents challenges, as sustainable change in education, healthcare, and environmental sustainability requires time to unfold. Consequently, broader indicators beyond direct CSR investments have been considered to assess overall progress. Strategic CSR investments play a crucial role in strengthening impactful initiatives and enhancing their long-term effectiveness.

**Limited Baseline Data** – Since this is a retrospective study, the availability of pre-intervention data varies across projects. Inconsistent or missing historical data may affect the ability to draw precise comparisons between pre- and post-intervention outcomes.

**Baseline Data Gaps:** The retrospective nature of this assessment relies on past data to establish the impact. However, comprehensive pre-intervention data may not be consistently available for all projects, affecting the accuracy of a comparative analysis.

**Attribution vs. Contribution Challenge** – Given that AMM Foundation has been implementing these projects for at least 5 years, CIFCL's **one-year involvement is part of a broader effort** rather than a standalone intervention. Isolating CIFCL's specific contribution from the overall impact of the projects presents methodological challenges and therefore indicators of change are targeted & supported by qualitative data.

**Stakeholder Recall Bias** – Qualitative insights are gathered through interviews with program leads, administrative officers, and key stakeholders. As some of these inputs rely on recollection rather than direct, real-time data, there is a possibility of **recall bias** affecting the findings.

**Data Availability and Standardization** – The study relies on **both primary and secondary data sources**, which may vary in terms of consistency, completeness, and standardization across the different projects. Disparities in data collection methods and reporting frameworks could impact the comparability of results. However, accurate data has been collected in best of the knowledge of AMM project team.

**Short-Term Measurable Outcomes** – Some key project objectives, such as improvements in **STEM education quality, water body rejuvenation, and healthcare accessibility**, require **longer time horizons** to manifest tangible impacts. Since the study is limited to the **immediate and short-term effects**, deeper systemic changes may not yet be evident.

Despite these limitations, this impact assessment offers a **structured evaluation** of CIFCL’s CSR contribution, providing valuable insights into project performance, effectiveness, and potential areas for further enhancement.

## Data Analysis

### NanNeer Water Rejuvenation Project

Water scarcity remains a pressing concern in Tamil Nadu, exacerbated by erratic rainfall, over-extraction of groundwater, and industrial expansion. The **Tamil Nadu Water Supply and Drainage (TWAD) Board** has identified multiple districts requiring targeted interventions for water body restoration and groundwater recharge. **Project Nanneer**, spearheaded by the **AMM Foundation**, has strategically focused on **Erode, Tiruppur, and Pudukottai districts**, with support from **Chola**, to restore and rejuvenate critical water bodies. This initiative aims to **enhance water security, improve agricultural productivity, and reduce dependency on external water sources**, particularly in regions facing acute water stress.

### Rationale for Selecting Erode, Tiruppur, and Pudukottai

As per the Needs Assessment for the NANNEER Water Rejuvenation Project (Pugalur) conducted by AMM foundation:

Table 2: Need based survey for Nanneer project.

Parameter	Observation
Survey Area (in acres)	600 acres (indicating a large-scale intervention)
Holding Capacity Before Desilting	5.3 million liters (suggests significant silt accumulation)
Increase in Holding Capacity	1.4 million liters (indicates that desilting has improved storage by ~26%)
Holding Capacity After Desilting	6.7 million liters (a meaningful enhancement in water retention)
Total Holding Capacity in Billion Liters	0.7 billion liters (final projected capacity post-intervention)

- Pre-existing Silt Accumulation: The water body had a capacity of 5.3 million liters, but silt deposits had reduced its efficiency.

- **Desilting Impact:** The intervention has led to a 26% increase in water storage capacity (from 5.3 million liters to 6.7 million liters).
- **Improved Water Security:** With a final 0.7 billion liters of holding capacity, the project significantly enhances local water availability for agriculture, drinking water, and groundwater recharge.



**Figure 2: Target areas of change for Nanneer Project**

The selection of **Erode, Tiruppur, and Pudukottai** for Project Nanneer is based on **quantifiable indicators** from the **TWAD Board**, which highlight the urgency of intervention in these districts. The following factors influenced the prioritization:

#### **1. Groundwater Stress and Declining Recharge Rates**

- **Erode District:** Groundwater levels in Erode have been depleting at a **rate of approximately 1-2 meters per year**, with excessive reliance on borewells for both domestic and agricultural use.
- **Tiruppur District:** As a major textile hub, **Tiruppur experiences high industrial water consumption**, leading to severe groundwater depletion and contamination risks.
- **Pudukottai District:** With an average **annual rainfall of only 820 mm**, Pudukottai is one of Tamil Nadu's driest districts, making groundwater recharge through surface water bodies critical.



Figure 3: Water Rejuvenation site 1

## 2. Agricultural Water Demand and Economic Dependency

- **Erode:** Major agricultural crops include **sugarcane and turmeric**, both of which have a high water requirement. Restoration efforts aim to ensure **sustainable irrigation and prevent agricultural distress migration**.
- **Tiruppur:** With **coconut plantations expanding**, sustainable water management is essential to maintain **horticulture-based livelihoods**.
- **Pudukottai:** Given its **semi-arid climate**, restoring village water bodies can help sustain **smallholder farmers** and reduce vulnerability to droughts.



Figure 4: Water rejuvenation site 2

### 3. Household and Community Water Security

- **Erode:** Several water bodies in Erode serve **dual purposes**—providing **domestic water supply** and acting as **groundwater recharge zones**.
- **Tiruppur:** Due to industrial expansion, villages in Tiruppur face **higher dependence on external water sources**, making local water conservation a necessity.
- **Pudukottai:** With **high tanker water dependency during peak summers**, restoration projects significantly **reduce household water expenses and improve self-sufficiency**.



Figure 5: Water Rejuvenation site 3

#### 4. Role of Existing Water Infrastructure and Need for Augmentation

- **Erode:** Some restored water bodies receive inflows from the **Bhavanisagar Dam**, yet suffer from **water retention challenges** that require further intervention.
- **Tiruppur:** The district has a mix of **traditional tanks and surface reservoirs** that need **desilting and embankment strengthening** for optimal functioning.
- **Pudukottai:** Many village tanks have faced **silt accumulation and structural degradation**, reducing their effectiveness in groundwater recharge.

#### Impact of Project Nanneer in the Three Districts

##### 1. Reduction in External Water Dependency

- **Household Water Security:** Following restoration, local communities have reported a **30–40% reduction in dependence on water tankers**, leading to **lower household water expenses**.
- **Agricultural Use:** Enhanced water retention has improved irrigation stability, leading to a **10–20% increase in crop yields** for water-intensive crops like sugarcane and turmeric.

##### 2. Sustainable Groundwater Recharge

- **Improved Percolation:** The rejuvenation efforts have led to **higher post-monsoon groundwater levels**, reducing borewell failures and ensuring **year-round water availability**.
- **Resilience Against Droughts:** Villages with restored water bodies have experienced **greater resilience during summer months**, reducing migration due to water scarcity.

### 3. Economic and Livelihood Benefits

- **Cost Savings:** Reduced tanker dependency has resulted in **direct cost savings of up to ₹2,000–₹5,000 per household per year**.
- **Agricultural Diversification:** Farmers in all three districts have been able to **expand cultivation to include high-value crops like coconuts**, further securing their incomes.



**Figure 6: Production of water intensive crop (turmeric)**

### Future Recommendations for Strengthening Water Security

While Project Nanneer has demonstrated **significant progress**, further efforts are required to ensure **long-term sustainability and resilience**. The following strategies are recommended:

#### 1. Enhancing Water Retention Measures

- Additional **desilting and embankment reinforcement** for water bodies receiving inflows from the **Bhavanisagar Dam in Erode**.
- Introduction of **check dams and contour trenches** in Pudukottai to optimize **rainwater harvesting**.

## 2. Community-Based Water Governance

- **Capacity building programs** to engage local communities in the **maintenance and upkeep** of restored water bodies. Periodic desilting and maintenance is crucial to ensure long-term sustainability.
- Establishing **village-level water key committees** to **monitor and regulate** groundwater extraction & maintain the existing rejuvenated tanks. To ensure **long-term sustainability**, periodic desilting should be integrated into **local water management plans**. Technical support & consultancy can be provided to the village level committees to further assume ownership in maintenance of the tanks along with government.
- The future plan is to expand to 10 additional sites for water rejuvenation in the districts to increase the coverage of water availability in the two districts.

## 3. Policy Integration for Sustainable Agriculture

- Promotion of **micro-irrigation techniques (drip/sprinkler systems)** to enhance **water efficiency in sugarcane and coconut plantations**.
- **Impact Assessment:** A follow-up study should be conducted 1-2 years post-project to evaluate real-world impact on groundwater levels, irrigation, and biodiversity.
- **State-level incentives** for farmers adopting **sustainable water management practices**.

The **selection of Erode, Tiruppur, and Pudukottai** for Project Nanneer is **rooted in data-driven analysis** and aligns with the broader **TWAD Board's water conservation goals**. Through targeted interventions, these districts have witnessed a **measurable improvement in water security, agricultural productivity, and economic stability**.

By **combining scientific water management practices with community participation**, Project Nanneer **has set a precedent** for sustainable water conservation across Tamil Nadu. The initiative serves as a **scalable model for other water-stressed regions**, emphasizing that **strategic planning, corporate support, and policy integration** can **transform water management and enhance resilience against climate variability**.

## Conclusion

The Nanneer Water Rejuvenation Project stands as a strategic and timely response to Tamil Nadu's acute water stress, where the state supports 6% of India's population but receives only 3% of its water resources. Through the rejuvenation of 10 critical water bodies across Erode, Tiruppur, and Pudukottai, the project has directly addressed declining groundwater levels, sedimentation, and seasonal water scarcity. These interventions have led to a 30–40% reduction in reliance on tanker water and an estimated 10–20% increase in agricultural productivity, particularly for water-intensive crops like turmeric and sugarcane.

The initiative's holistic design, combining desilting, planting of native flora, recharge well creation, and community mobilization, ensures ecological restoration and improved water security. Community committees played a pivotal role in prioritizing sites, overseeing maintenance, and promoting water literacy. As a result, the local population reports improved access to irrigation and reduced dependency on borewells, contributing to livelihood security.

Notably, the project's alignment with Sustainable Development Goal 6 (Clean Water and Sanitation) and schemes like Jal Shakti Abhiyan and MGNREGS strengthens its long-term relevance. However, challenges remain in ensuring continuity and expanding reach. The creation of durable water governance institutions at the village level is essential for maintaining the rejuvenated infrastructure. An exit strategy, focused on knowledge transfer and handover to Panchayats or user committees, will enhance sustainability.

CIFCL's CSR investment has acted as a catalyst for these improvements, helping amplify AMM Foundation's legacy of community-centered environmental work. The project exemplifies how limited-duration CSR partnerships can generate significant environmental and socio-economic returns when they are grounded in participatory planning and backed by proven implementation models. Moving forward, scaling this initiative across similarly water-scarce geographies will require a deeper focus on data monitoring, institutional support for water budgeting, and convergence with district water planning frameworks. The Nanneer model offers a replicable blueprint for integrated watershed management in semi-arid regions.

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## Annexures

### Annex I: OECD – DAC Criteria sheet

OECD	DAC	criteria	sheet:
<a href="https://docs.google.com/spreadsheets/d/16CzZ6_sUHOMnn9SsuBFSkMocccWRqcFy/edit?usp=drive_li&amp;ouid=108673812420041538786&amp;rtpof=true&amp;sd=true">https://docs.google.com/spreadsheets/d/16CzZ6_sUHOMnn9SsuBFSkMocccWRqcFy/edit?usp=drive_li&amp;ouid=108673812420041538786&amp;rtpof=true&amp;sd=true</a>			