



# Consolidated Report on Environment and Social Aspects under World Bank Assisted STRIVE Project

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## 1. Introduction

Skills Strengthening for Industrial Value Enhancement (STRIVE) is a World Bank funded program that has been approved by the Cabinet Committee on Economic Affairs (CCEA) in October 2017 for a total cost of Rs. 2200 crore. The program falls under the Programme for Results (P4R) category of World Bank that ensures outcome-based funding. The Program aims at institutional reforms and improving quality & market relevance of skill development training programs in long term vocational education training. The Program also aims at integrating and enhancing delivery quality of Industrial Training Institutes (ITIs).

The interventions planned under STRIVE program were expected to result in substantial social and environmental benefits to the ITI ecosystem and society at large, especially to the poor and vulnerable sections. Planned efforts were essential to ensure that the proposed interventions result in sustainable social and environmental benefits.

Since the beginning of the STRIVE, the implementing agencies (IAs) were given training and handholding support to develop their environment and social action plans. Based on the plans submitted by the IAs, they were expected to take appropriate action to manage environmental and social aspects and report the same.

## 2. Interventions under E&S in STRIVE Project

The interventions planned under STRIVE program expected to result in substantial social and environmental benefits to the society at large, especially to the poor and vulnerable sections. Since the beginning of the STRIVE, the implementing agencies (IAs) have been given training and handholding support to develop their environment and social action plans. Regular monitoring was done to ensure completion of activities as planned. Several initiatives were undertaken at NPIU level to facilitate the IAs with technical knowhow in area of environment and social inclusion. Following interventions were undertaken as part of the Environmental and Social Aspects:

- It was ensured that PB grant agreement with all ITIs carried a clause on Environment and Social Inclusion.
- All STRIVE ITIs were facilitated to develop their Environmental Action Plan and Social Action Plan.
- An advisory on E&S aspects including Environmental and Social Management Plan (ESMP) was developed and shared with all IAs.
- All IAs were facilitated to designate a Nodal Officer to manage the E&S aspects and OHS aspects. The Nodal Officers were given training on environmental and social aspects for better management of E&S aspects.
- A centralized GRM microsite was developed at NPIU level for registering grievances including procurement related complaints. Information about the GRM microsite was shared with all IAs to ensure awareness about the same.
- All STRIVE ITIs were asked to ensure the availability of internal GRM system at the ITI level. This included designating a grievance redressal officer and a mechanism for registering complaints, if any at the local level. Information about availability of internal GRM and complaints received was collected on bi-annual basis.
- Regular capacity building sessions were conducted for representatives from SPIUs, ITIs and ICs. These included two national level workshops and 32 regional workshops for refresher training on E&S, training on OHS aspects and training on Gender awareness for representatives from SPIUs

from all 34 States and UTs, Principals and E&S Nodal Officers from 500 project ITIs and OHS Nodal Officers from the Industry Clusters. Details of regional workshops is given in [Annex -1](#).

- An ease of access survey was conducted for the GRM microsite in the initial phase of the project to assess the awareness about it and identify any challenges that stakeholders may face in accessing the same. Based on the survey results, a report was shared with World Bank. Survey report is attached in annex 6.
- Collaborated with IGnITE for training on industrial safety. IGnITE developed the e-content and it was reviewed by the NPIU. It was rolled out to all IAs for training Instructors and Trainees both on Industrial Safety. Orientation sessions were organised for stakeholders to encourage and support them in accessing the e-content. More than 10,000 users enrolled on the ATINGI portal to access the training, over 5000 users completed the training while others were in process.
- A gender study was conducted to identify constraints on female participation in skills training and labour market in India. The study report was shared with all States and UT for knowledge sharing and support them with appropriate strategy for enhancing women participation.
- As per the recommendations of Gender Study report, content for Gender Awareness was designed for the STRIVE Stakeholders by technical support from UNWOMEN. Five regional workshops were conducted in virtual mode for IAs from all States and UTs. Sessions were co-facilitated by NPIU and UNWOMEN.
- The progress on environmental and social aspects by STRIVE implementing agencies was monitored through bi-annual reports. A digital questionnaire was developed for E&S reporting from ITIs and data collection was done on bi-annual basis. The data was compiled, analyzed and bi-annual E&S Monitoring reports were prepared and shared with World bank.
- A report on waste management and OHS practices in Industry Clusters was prepared and shared with World Bank.

### 3. Achievement of Program Action Plan (PAP)

PAP	Action	Who Will Do	Timeline	Completion Measurement	Status Update
1	<p><b>Inclusion</b> All ISPs to include a plan for inclusion of vulnerable groups</p>	<ul style="list-style-type: none"> <li>ITIs</li> <li>State Directorates</li> <li>MSDE</li> </ul>	As part of the PB Grant Agreements to be signed with the ITIs	ISPs to lay out strategies for: Enhancing Inclusion, Mobilization, Placement, and Apprenticeship opportunities for women, SCs, STs, OBCs, minorities, and persons with disabilities.	<p><b>Completed</b></p> <ul style="list-style-type: none"> <li>The ISPs include the plan for inclusion of vulnerable groups. This is supplemented by an Inclusion Strategy by ITIs</li> <li>Progress is regularly tracked through enrollment data and reporting is done through bi-annual E&amp;S report.</li> <li>A note on social inclusion in STRIVE is given in <a href="#">Annex 2</a></li> </ul> <p><b>Evidence to showcase completion:</b> Following are enclosed as evidence:</p> <ul style="list-style-type: none"> <li>Sample ISP-PBG: <a href="https://drive.google.com/file/d/1n91NUkz57lC2DElu6ZmlF7qjkf75zjqV/view?usp=drive_link">https://drive.google.com/file/d/1n91NUkz57lC2DElu6ZmlF7qjkf75zjqV/view?usp=drive_link</a></li> <li>Link to all ISPs: <a href="https://drive.google.com/drive/folders/15KFs9dC76trfOoToKmuVUAA35B-yKBIJ">https://drive.google.com/drive/folders/15KFs9dC76trfOoToKmuVUAA35B-yKBIJ</a></li> <li>Sample Social Action Plan with Inclusion strategy: <a href="https://drive.google.com/file/d/1ikPPinPr1k4vSzGm_DFzjFvPFsR7SdyF/view?usp=drive_link">https://drive.google.com/file/d/1ikPPinPr1k4vSzGm_DFzjFvPFsR7SdyF/view?usp=drive_link</a></li> </ul>

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PAP	Action	Who Will Do	Timeline	Completion Measurement	Status Update
					<ul style="list-style-type: none"> <li>Link to all Social Action Plans: <a href="https://drive.google.com/drive/folders/1buom0liVXE72Dm7AUgoniKBgPQFvrtAK?usp=sharing">https://drive.google.com/drive/folders/1buom0liVXE72Dm7AUgoniKBgPQFvrtAK?usp=sharing</a></li> <li>Enrollment data analysis for socially vulnerable groups: <a href="https://docs.google.com/document/d/1V9I3ScFjws3RZIsAAYPaqC0_ZiWFhrA3/edit?usp=drive_link&amp;oid=111441815320453851180&amp;rtpof=true&amp;sd=true">https://docs.google.com/document/d/1V9I3ScFjws3RZIsAAYPaqC0_ZiWFhrA3/edit?usp=drive_link&amp;oid=111441815320453851180&amp;rtpof=true&amp;sd=true</a></li> </ul>
2	Gender Study to understand the demand and supply-side constraints for women to enter skills training and subsequently, transition into the labor market	MSDE	Within a year of effectiveness	Study completed and report shared with the World Bank	<p><b>Completed</b></p> <ul style="list-style-type: none"> <li>Gender Study Report was prepared and shared with States and UTs along with a PPT for circulation.</li> <li>Based on the recommendations of the Gender Study, a workshop on Gender Awareness was developed by technical support from UNWOMEN and the same had been imparted to representatives from SPIUs, ITIs and ICs from all States and UTs under STRIVE. A note about the same is attached in <a href="#">Annex 2a</a></li> </ul> <p><b>Evidence to showcase completion:</b></p> <ul style="list-style-type: none"> <li>Gender Study Report : <a href="https://drive.google.com/file/d/1AAdRoNYLHwi0IL456cyNkF1WAmWgeM1o/view?usp=drive_link">https://drive.google.com/file/d/1AAdRoNYLHwi0IL456cyNkF1WAmWgeM1o/view?usp=drive_link</a></li> <li>PPT shared with States for report circulation: <a href="https://drive.google.com/file/d/1">: https://drive.google.com/file/d/1</a></li> </ul>



PAP	Action	Who Will Do	Timeline	Completion Measurement	Status Update
					<a href="https://drive.google.com/file/d/1L3G9KC3n8mmVsbWdretxDI83LlxUVqNP/view?usp=sharing">L3G9KC3n8mmVsbWdretxDI83LlxUVqNP/view?usp=sharing</a>
3	<p><b>MIS</b></p> <p>Develop a system to disaggregate data pertaining to SCs, STs, OBCs, women, minorities, and persons with disabilities as part of tracer studies for ITI graduates to be implemented by states under the Program.</p>	<ul style="list-style-type: none"> <li>State Directorates</li> <li>MSDE</li> </ul>	Ongoing	Requirement for disaggregation of data pertaining to SCs, STs, OBCs, women, minorities, and persons with disabilities.	<p><b>Completed</b></p> <ul style="list-style-type: none"> <li>ToR for tracer study includes requirement for disaggregated data.</li> <li>The NCVT portal collects disaggregated data (except for minorities). Same is reported through bi-annual E&amp;S Reports</li> </ul> <p><b>Evidence to showcase completion:</b></p> <ul style="list-style-type: none"> <li>Tracer Study Guidance shared with States (section 2. Point V): <a href="https://drive.google.com/file/d/1lrCEeEM47x1aQ0mYWdFrerNKZKUMsNcc/view?usp=drive_link">https://drive.google.com/file/d/1lrCEeEM47x1aQ0mYWdFrerNKZKUMsNcc/view?usp=drive_link</a></li> <li>Sample Tracer Study Report of Telangana: <a href="https://drive.google.com/file/d/1Qbyr8Qyy_RqKNS-0II-Sg-lxE0heUoey/view?usp=drive_link">https://drive.google.com/file/d/1Qbyr8Qyy_RqKNS-0II-Sg-lxE0heUoey/view?usp=drive_link</a></li> <li>Enrollment data analysis for socially vulnerable groups (same as against PAP1)</li> <li>Link for tracer study reports and ToR for National Tracer Study:                             <ul style="list-style-type: none"> <li><a href="https://dgt.gov.in/stsr-Directorate-General-of-Training">stsr   Directorate General of Training (dgt.gov.in)</a> ;</li> <li><a href="https://dgt.gov.in/Approved-ToRs.pdf">Approved ToRs.pdf (dgt.gov.in)</a></li> </ul> </li> </ul>

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PAP	Action	Who Will Do	Timeline	Completion Measurement	Status Update
4	Robust Environmental Management System developed and functional in ITIs	<ul style="list-style-type: none"> <li>ITIs</li> <li>State Directorates</li> </ul>	Within 6 months of signing of the PB Grant Agreement with ITIs	<p>Each ITI should have a designated nodal person on environmental and safety management who would be responsible to undertake following broad environmental management in respective ITI. These include onsite construction management covering the aspects of OHS of the workers, students, teachers, and other staff in the ITI, such as appropriate construction debris disposal, drainage along the ITI campus, hazardous waste management, sanitation, and water supply; and taking due care to monitor these aspects. A nodal person shall also be designated at the Directorate level for environmental monitoring to ensure compliance to system established in each ITI. Existing national and state environmental regulations for OHS management along with environmental management of the above aspects is to be adhered to. Water harvesting and conservation and water-saving systems should be in place.</p>	<p><b>Completed.</b></p> <ul style="list-style-type: none"> <li>E&amp;S Nodal Officers appointed at all ITIs.</li> <li>E&amp;S Nodal Officers appointed in all States</li> <li>Environmental management, onsite construction management covering the aspects of OHS of the workers, students, teachers, and other staff in the ITI and other ESMP measures such as appropriate construction debris disposal, drainage along the ITI campus, hazardous waste management, sanitation, and water supply are being taken care and monitored regularly.</li> <li>Water harvesting and water saving systems are in place in all project ITIs. Progress is regularly monitored and reported as part of bi-annual E&amp;S reports.</li> </ul> <p><b>Evidence to showcase completion:</b></p> <ul style="list-style-type: none"> <li>List of Nodal Officers updated and shared (updated list attached): <a href="https://docs.google.com/spreadsheets/d/1V1OUwtJr1DEU441HUDwqHSJVmLbzcdgo/edit?usp=drive_link&amp;ouid=111441815320453851180&amp;rtpof=true&amp;sd=true">https://docs.google.com/spreadsheets/d/1V1OUwtJr1DEU441HUDwqHSJVmLbzcdgo/edit?usp=drive_link&amp;ouid=111441815320453851180&amp;rtpof=true&amp;sd=true</a></li> <li>Link for environment action plan from ITIs: <a href="https://drive.google.com/drive/fol">https://drive.google.com/drive/fol</a></li> </ul>



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PAP	Action	Who Will Do	Timeline	Completion Measurement	Status Update
					<a href="https://drive.google.com/file/d/1DqMRJ1I2WZ4J2xpTjoZmhvsyAWiwMmh/view?usp=drive_link">ders/1buom0liVXE72Dm7AUgoniK BgPQFvrtAK?usp=sharing</a> <ul style="list-style-type: none"> <li>E&amp;S Aspects advisory shared with all States:</li> </ul> <a href="https://drive.google.com/file/d/1DqMRJ1I2WZ4J2xpTjoZmhvsyAWiwMmh/view?usp=drive_link">https://drive.google.com/file/d/1DqMRJ1I2WZ4J2xpTjoZmhvsyAWiwMmh/view?usp=drive_link</a>
5	Students aware of and practice good safety norms in ITI	<ul style="list-style-type: none"> <li>ITIs</li> <li>State Directorates</li> </ul>	Start with first semester of each course, and repeat appreciation course every 6 months	Training to staff and students of each ITI on OHS and environment, including hazardous waste, is completed. The PB Grant Agreement to include provisions to ensure that students use safety gear in workshop OHS measures, and other required measures are used in their day-to-day working.	<p><b>Completed.</b></p> <ul style="list-style-type: none"> <li>The semester system in ITI training was replaced by a yearly system in the year 2019.</li> <li>OHS is a mandatory part of CTS curriculum and all students undergo the OHS training throughout the year. More than 50 hours of theory and practical training is imparted throughout the ITI course and apprenticeship. Since it's not a one-time delivery of course, the repeat action every 6 months is not applicable.</li> <li>The content includes various aspects of occupational health and safety including safe disposal of hazardous waste.</li> <li>In addition to the above, the Industrial Safety Training e-Content from IGnITE has been leveraged and shared with all States/UTs to facilitate training of trainers as well as instructors from all ICs and students in ITIs and ICs.</li> </ul> <p><b>Evidence to showcase completion:</b></p>

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PAP	Action	Who Will Do	Timeline	Completion Measurement	Status Update
					<ul style="list-style-type: none"> <li>Note on OHS content in CTS training: <a href="https://docs.google.com/document/d/1cYv0sHhEzuogF5eq2AnmGiAceRRe3hlx/edit?usp=drive_link&amp;oid=111441815320453851180&amp;rtpof=true&amp;sd=true">https://docs.google.com/document/d/1cYv0sHhEzuogF5eq2AnmGiAceRRe3hlx/edit?usp=drive_link&amp;oid=111441815320453851180&amp;rtpof=true&amp;sd=true</a></li> <li>Email sent to States/UTs on Industrial Safety Training</li> <li>Advisory (reference to the OHS part)</li> <li>Photographs from ITIs: <a href="https://docs.google.com/presentation/d/1XmTkxWI48W2Nj07GBpx_nRlpYQ297JSI/edit?usp=drive_link&amp;oid=111441815320453851180&amp;rtpof=true&amp;sd=true">https://docs.google.com/presentation/d/1XmTkxWI48W2Nj07GBpx_nRlpYQ297JSI/edit?usp=drive_link&amp;oid=111441815320453851180&amp;rtpof=true&amp;sd=true</a></li> </ul>
6	<b>Apprenticeship</b> Enforce good OHS and waste management standards	ICs	Beginning of apprenticeship and repeat every 6 months	Grant agreement on IAs to include provisions to ensure that apprentices are aware of and practice good OHS measures; proper waste management systems are in place and functional.	<p><b>Completed.</b></p> <ul style="list-style-type: none"> <li>OHS training is a mandatory part of training in ICs.</li> <li>Report on OHS and Waste Management from ICs has been prepared and shared with WB</li> </ul> <p><b>Evidence to showcase completion:</b></p> <ul style="list-style-type: none"> <li>Report on OHS and waste management in ICs: <a href="https://drive.google.com/file/d/1LPyE1Zp08h0Ld68c8jDhUlfD0aclhI48/view?usp=drive_link">https://drive.google.com/file/d/1LPyE1Zp08h0Ld68c8jDhUlfD0aclhI48/view?usp=drive_link</a></li> </ul>

#### 4. RA wise E&S progress

##### 4a) Updates against E&S components in Results Framework

The environmental and social aspect is crosscutting across various result areas in STRIVE project. Updates on PDO indicators engrained in various RAs which are related to the E&S aspects are given below:

Result Area	Indicator	Baseline	End target	Status
<b>Result Area 1:</b> Improved Performance of Industrial Training Institutes	<b>PDO Indicator 2:</b> Female enrollment rate in ITIs with signed PB Grant Agreements	9.7%;	15%	<b>Achieved.</b> Achievement as on Feb 2024: 19.089% (IVA verified)
<b>Result Area 2:</b> Increased Capacities of State Governments to Support Industrial Training Institutes and Apprenticeship Training	<b>IR Indicator 4.2:</b> Percentage of trainees in government ITIs who are from ST populations.	1.35%	4%	<b>Achieved</b> A note on inclusion of tribal candidates is attached in <a href="#">Annex 2b</a>
<b>Results Area 3:</b> Improved Teaching and Learning	<b>IR Indicator 5.3:</b> Impact evaluation of work readiness pilot and girls' incentive pilot completed.	-		<b>Status</b> Achieved. Gender study completed.
<b>Results Area 4:</b> Improved and Broadened Apprenticeship Training	<b>IR Indicator 6.1:</b> Number of ICs receiving IAI Grants that have reached a female enrollment of 12% in their respective apprenticeship programs.	-	10	7 ICs have achieved the target. Data validation is in process for additional 6 ICs.

4b) Purchases related to E&S under RA1 and RA2<sup>i</sup>

To facilitate the IAs for enhancing environmental and social management, an advisory was issued to all States and UTs with a list of items that were allowed to be procured using STRIVE funds under RA1 and RA2. The advisory is attached in [Annex 3](#).

Based on the data shared by ITIs, following items were purchased using STRIVE funds under RA1:

<b>E&amp;S related purchases made by STRIVE ITIs under RA1</b>	
Total ITIs	200
ITIs which reported about making any E&S related procurement	103
<b>Item procured</b>	<b>No. of ITIs</b>
Fire extinguisher	78
First Aid Kit	73
Braille Material for Teaching/Learning	8
Awareness material (E.g. Posters) on Occupational Health and Safety	62
Speech to Text Software	5

The RA 2 component allows the States/UTs to incur expenditure for both STRIVE ITIs and ITIs which are not covered under the STRIVE Project to strengthen the entire ITI ecosystem. Under RA 2 component of the project, States/UTs have benefited both project and non-project ITIs. Work through this funding has been done to strengthen and support **the environment and social safeguard to promote inclusivity** along with other interventions. Some examples of the action taken using the funds under RA2 to strengthen the ITI ecosystem through improved environment and social safeguards are following:

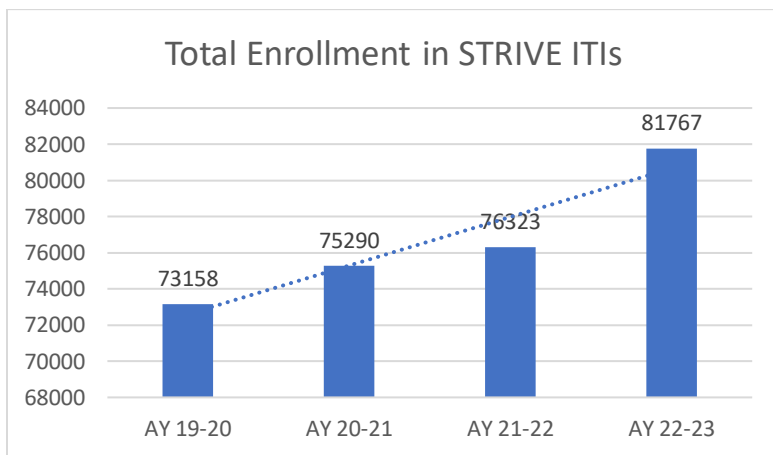
- More **than 530 SMART classrooms** have been set up in both STRIVE and non-STRIVE ITI along with interactive panels which helped in augmenting the technology-based teaching-learning at ITIs under this component.
- The Tamil Nadu State has **set up six language labs** which caters to both STRIVE and non-STRIVE ITI trainees for enhancing their employability skill, spoken & written English along with communication skills. As on date **1400+** trainees have benefited from these labs. In addition, State has set up a **virtual classroom in hub and spoke model to connect ITIs in tribal areas** with urban ITIs. This intervention has supported six non-STRIVE ITIs and is estimated to impact approximately 300 trainees annually.
- States have also **facilitated purchase of solar panels, rainwater harvesting, accessible ramps for PwD candidate, installation of CCTV** cameras among other initiatives at ITIs from fund received under STRIVE. These initiatives have strengthened the ITI ecosystem with better infrastructure, systems, and processes towards safe and inclusive environments.
- State of Andhra Pradesh, Chhattisgarh, Gujarat, Meghalaya, Punjab, Karnataka and Telangana reported procurement of solar panels, sanitary napkin vending machines and Incinerators for STRIVE ITIs. Over 150 ITIs have installed sanitary napkin vending machines, and incinerators in ladies' toilets using STRIVE funds.
- State of Haryana paid honorarium of Rs. 500 per month per female trainee to promote female enrollment in Engineering Trades.
- State of Karnataka conducted Gender sensitization/ Awareness training sessions on Prevention of Sexual Harassment at Head Office and ITI level.
- State of Telangana provided transportation support to trainees from vulnerable sections.

## 5. E&S Monitoring report

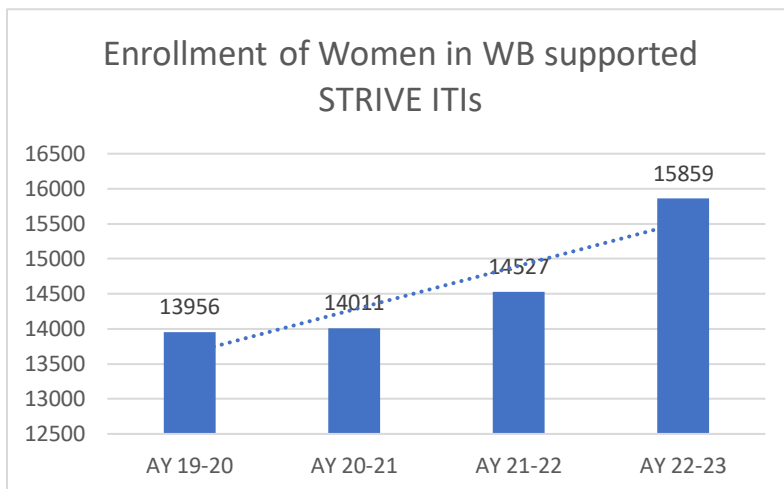
### i. Enrollments and inclusion of vulnerable groups

The KPI monitoring for the STRIVE project is done till the year 2022. Total 81,767 trainees enrolled in STRIVE ITIs in year 2022. Disaggregated data of enrollments in the category of vulnerable groups over the years as reported in NCVT MIS is presented in the chart below, which shows a steady growth over the years in total enrollments as well as in enrollments for women, SC, and ST candidates.

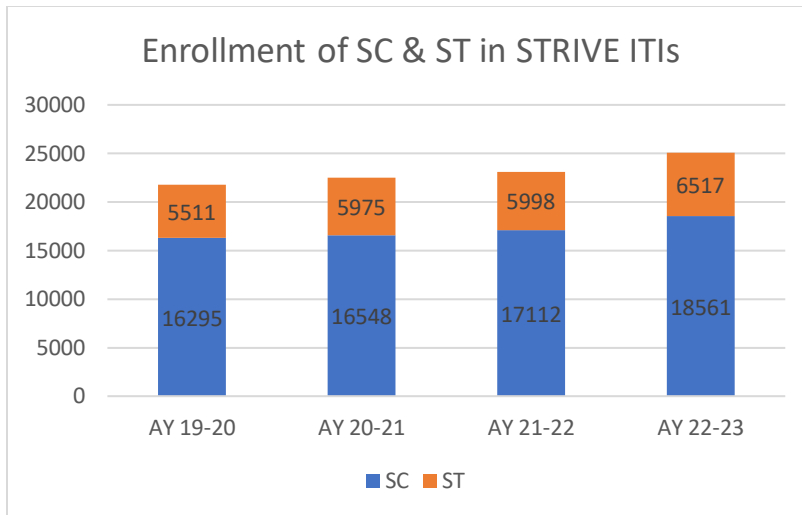
**Chart 1: Total enrollment in STRIVE ITIs**



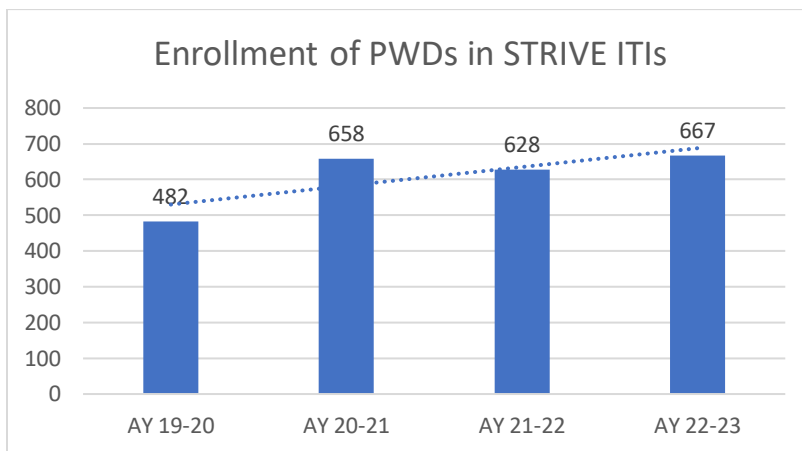
**Chart 2: Enrollment of Women in WB supported STRIVE ITIs**



**Chart 3: Enrollment of SC&ST in STRIVE ITIs**



**Chart 4: Enrollment of PwDs in STRIVE ITIs**

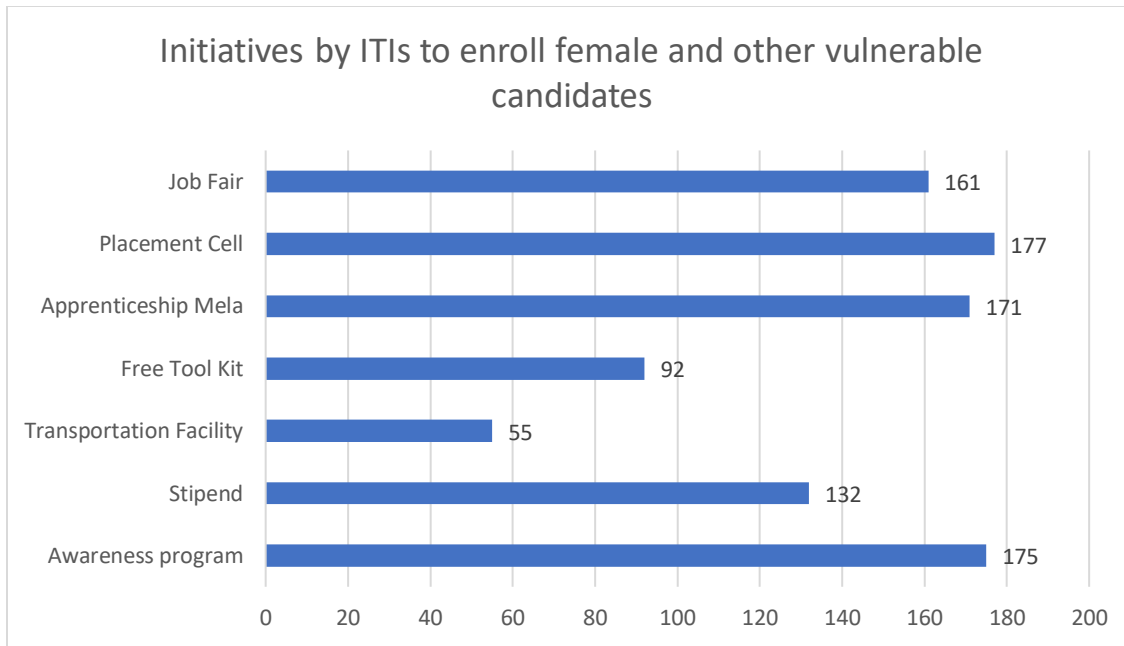


ii. **Activities to enroll female and other vulnerable candidates**

ITIs have taken several initiatives to promote enrollment of female candidates as well as other vulnerable candidates. These include conducting awareness sessions, apprenticeship mela, job fair, setting up of placement cell and providing facilities like transportation, stipend, free tool kit etc. Most ITIs have set up placement cells for better industry connect and facilitate placement of pass out trainees. Details of these initiatives are given in the **chart 5** below. A note on interventions for enhancing gender inclusion is attached in **Annex 2a**.



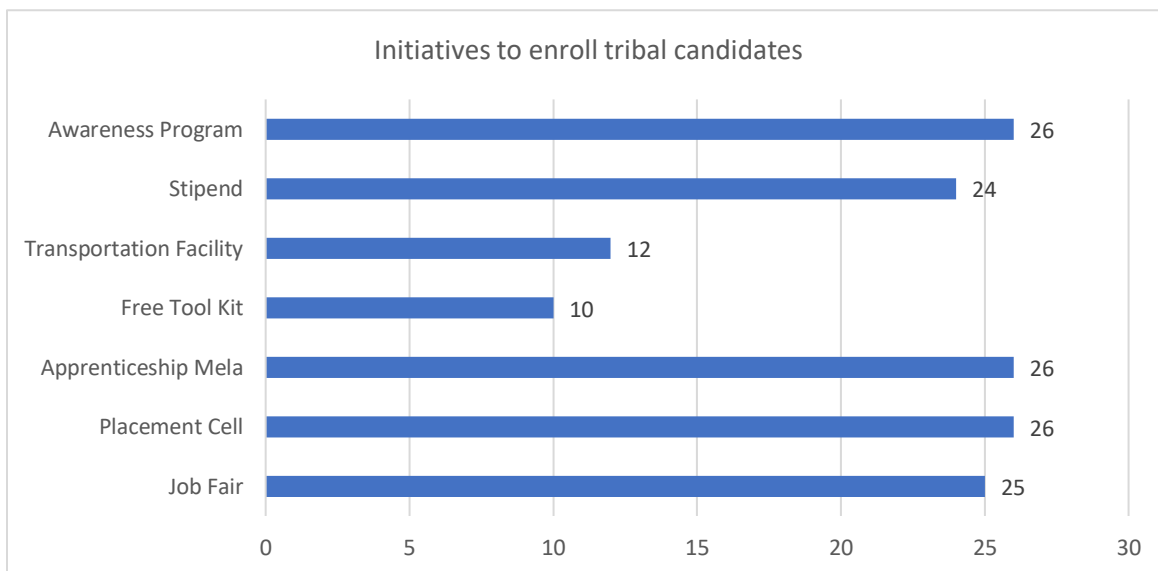
**Chart 5: Initiatives by ITIs to enroll female and other vulnerable candidates.**



**iii. ITIs in tribal area/ LWE areas**

Among the 200 project ITIs, 26 are in tribal areas and 5 are in LWE area. The ITIs have taken several measures to facilitate enrollment of tribal candidates. 26 ITIs have organised apprenticeship melas to facilitate apprenticeship for candidates. Additionally setting up of placement cell, organizing job fair and organizing awareness programs are key initiatives that were taken to encourage tribal students to enroll in ITIs. Details of initiatives taken up by ITIs to enhance inclusion of ST candidates is given below in **chart 6**. As a result, there is an increase in enrollment of SC and ST trainees as evident in the **chart 3**. A note on inclusion of tribal candidates is enclosed in [Annex 2b](#).

**Chart 6: Initiatives to enroll tribal candidates**



iv. **Appropriate infrastructure for PwD candidates**

To provide a barrier free environment to People with Disability (PwD) and to enable them to join ITIs, various facilities are created by ITIs including ramps, accessible toilets, hostel facilities etc. Number of ITIs, which have confirmed the availability of these facility is indicated in the table1 below:

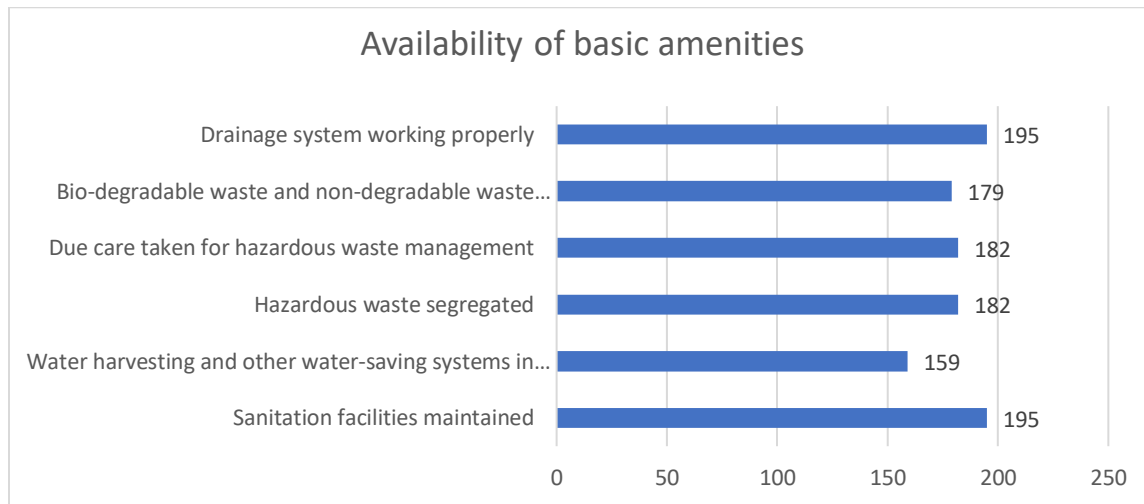
**Table 1: Infrastructure for PwD candidates**

Infrastructure for PwD candidates	No. of ITIs
Accessible Toilets	134
Hostel Facility	50
Ramp	163

v. **Availability of basic amenities**

Availability of basic amenities related to water saving, water harvesting, sanitation and waste management is crucial for environmental management in ITIs. Maximum number of ITIs have reported about maintaining sanitation facility and having functional drainage system. Number of ITIs which have confirmed the availability of these amenities is given in the chart 7 below:

**Chart 7: Availability of basic amenities**



vi. **Grievance redressal mechanism**

An online GRM system is managed at the NPIU level for any procurement or E&S related complaints. An ease of access survey for GRM system was conducted to ensure that stakeholders were aware about the GRM and able to access the same. The report for ease of access survey is attached in [Annex 6](#). Very few complaints were registered in the online GRM. While resolving those complaints, it was found that none of those were related to environment or social aspects. The complaints were resolved by appropriate authorities.

In addition, all STRIVE ITIs were also asked to report about availability of internal GRM, complaints received, and resolution provided. Based on responses received from ITIs, any ITI which reported about

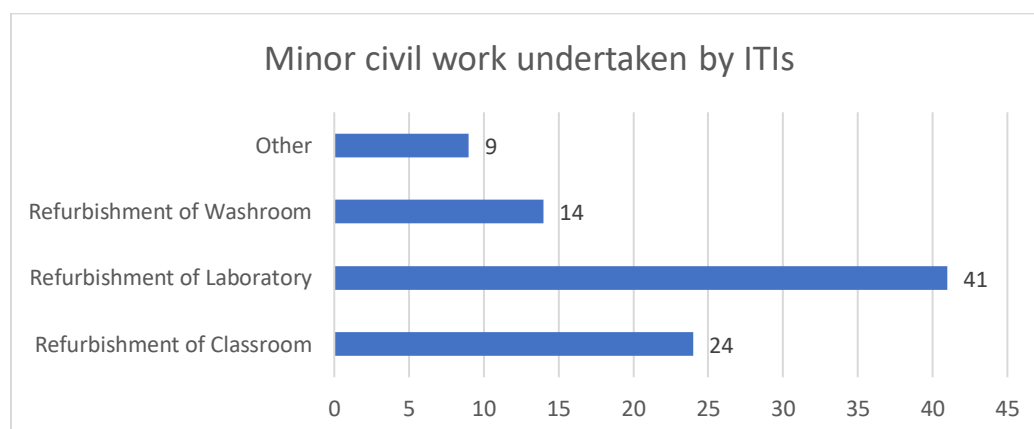
not having internal GRM, were advised to set up the same and send updates. As a result, all 200 STRIVE ITIs have confirmed about having their internal GRM in place and having a designated Grievance Redressal Officers. Total 14 ITIs reported that they received complaints and resolved the same. The nature of complaints received, and resolution provided is given in the table2 below.

**Table 2: GRM in STRIVE ITIs**

<b>Total it is</b>	<b>200</b>
No. of ITIs having internal GRM	200
No. of ITIs which have received any complaint	14
No. of ITIs, which have resolved all complaints	14
<b>Nature of complaints received at ITI level and resolution provided</b>	
Profile correction in HRMS. Corrections done.	
Disposal of waste material. Issue resolved.	
Inadequate lighting in workshop. The same was improved.	
Issues with hand washing facility. Facility was improved	
Drinking water facility. Facility was improved.	
Campus cleaning related complaint. Cleaning drive was conducted	
Interpersonal issue between trainees. Counselling done for involved parties to resolve the issue	
Request for improving ladies' washrooms. Same was done.	
Cleaning of tools and equipment. Cleaning done.	
Regarding cleaning and repair of toilets. Cleaning done, and washbasin replaced.	
Fan not running properly. Repair done	

## 6. ESMP implementation

Construction work is not allowed under STRIVE program as per programme guidelines, however, minor civil works are allowed and many ITIs have conducted minor civil work for refurbishment of laboratory, classrooms, or washrooms. It has been advised to all the ITIs that while undertaking any minor civil work the ITI should adhere to the Environmental and Social management Plan (ESMP) and ensure occupational health and safety measures for the trainees, staff and the workers engaged in civil work. An advisory has been issued to the IAs in this regard in beginning of the program and data is collected regularly through the questionnaire and is reported in every bi-annual E&S report. 62 ITIs reported to have carried out minor civil work. Details of the work undertaken is given in the chart below. The detailed ESMP measures taken by ITIs is attached in [Annex – 5](#)



## 7. Best practices of E&S aspects in ITIs

All ITIs have confirmed to have taken up several initiatives towards creating clean and green environment and promote social inclusion. Some of the common activities reported in area of environmental management and social inclusion are given below:

- i. Installation of rainwater harvesting systems for water storage, solar panels for electricity generation at ITI level was done by many ITIs across the States/ UTs.
- ii. Awareness programs were conducted by ITIs with help from Forest Department / NGOs to convey the importance of safeguarding the environment at all places including the classrooms, labs and even houses.
- iii. Waste management including the collection, processing, treatment and recycling of dry and wet waste, hazardous waste.
- iv. Cleanliness drives across the ITI campuses and villages/ towns were conducted by States/ UTs to spread awareness.
- v. Gender sensitization and self defence training were conducted across the ITIs by the Police/ Health Dept. in the States/ UTs.
- vi. Parents of the female trainees were counselled to encourage their wards to grow higher in education and career.
- vii. Sanitary napkin vending machines and incinerators were installed for female trainees/ trainers.
- viii. Separate women's cells constituted in ITIs and committees were formed in ITIs to prevent sexual harassment woman at workplace for the benefit of the female trainees/ trainers.
- ix. Some of the ITIs installed ramps, wheelchairs, toilets with special arrangements to increase participation of persons with disabilities in ITI trainings.
- x. States reserved admission criteria for female, PwDs, EWS, indigenous (tribal) and other marginalized groups to increase their participation. Stipends were given to trainees to increase participation.
- xi. States organized events on special occasions such as International Women's Day, International Day for Persons with Disabilities, Annual Sports Day/ Week etc. and encouraged female/ PwD/ SC/ ST trainees to participate.
- xii. Installation of fire safety equipment, first aid kits, safety gears (shoes, gloves, hooks etc.) at ITI level was done by many ITIs across the States/ UTs
- xiii. Awareness sessions about Occupational Safety and Health were conducted by ITIs in close coordination with Fire Safety and other departments for trainees and trainers.
- xiv. Regular monitoring of health of the trainees/ trainers through medical camps.
- xv. Mental health awareness camp, Anti-Drug and HIV aids awareness camps were organized by Health/ Police/ Social Welfare Dept. in the States/ UTs.
- xvi. States have organized apprenticeship melas, job fairs, mock interviews and conducted placement drives to increase employment among trainees.
- xvii. States have organized events like Innovation Fest, Trash to Triumph, Waste 2 Wealth, best out of Waste and developed drones, solar bike, decorative items etc.

A detailed report with best practices followed by STRIVE IAs is attached in **Annex 5**.

Annex 1: List of regional workshops conducted as part of E&S Aspects under STRIVE

S.No.	Workshop Date	Workshop Detail	No. of Participants
1	22.12.2021	E&S Training for Nodal officers from SPIUs, ITIs and ICs from States and UTs of Punjab, Uttarakhand, Delhi, and Uttar Pradesh	56
2	23.12. 2021	E&S Training for Nodal officers from SPIUs, ITIs and ICs from States and UTs of Chandigarh, Haryana, Himachal Pradesh, and Jammu and Kashmir	45
3	05.01.2022	E&S Training for Nodal officers from SPIUs, ITIs and ICs from States and UTs of Assam, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim, Tripura, West Bengal, Arunachal Pradesh	53
4	12.01.2022	E&S Training for Nodal officers from SPIUs, ITIs and ICs from States and UTs of Bihar, Jharkhand, Odisha and Chhattisgarh	35
5	08.02.2022	E&S Training for Nodal officers from SPIUs, ITIs and ICs from States and UTs of Gujrat, Madhya Pradesh and Rajasthan	103
6	15.03.2022	E&S Training for Nodal officers from SPIUs, ITIs and ICs from States and UTs of Maharashtra and Goa	105
7	14.06.2022	E&S Training for Nodal officers from SPIUs, ITIs and ICs from States and UTs of Tamil Nadu, Kerala, Pondicherry	99
8	07.07.2022	Refresher training on ESMP, OHS and E&S reporting requirements for State Representatives from all States and UTs	148
9	19 <sup>th</sup> January 2023	E&S workshop with Nodal Officers from all SPIUs	87
10	24 <sup>th</sup> January 2023	Refresher E&S Training for Nodal officers from SPIUs, ITIs and ICs from States and UTs of Punjab, Uttarakhand, Delhi, Uttar Pradesh	44
11	30 <sup>th</sup> January 2023	Refresher E&S Training for Nodal officers from SPIUs, ITIs and ICs from States and UTs of Assam, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim, Tripura, West Bengal, Arunachal Pradesh	49
12	31 <sup>st</sup> January 2023	Refresher E&S Training for Nodal officers from SPIUs, ITIs and ICs from States and UTs of Madhya Pradesh, Rajasthan, Gujarat	149
13	1 <sup>st</sup> February 2023	Refresher E&S Training for Nodal officers from SPIUs, ITIs and ICs from States and UTs of Maharashtra, Goa	106
14	2 <sup>nd</sup> February 2023	Refresher E&S Training for Nodal officers from SPIUs, ITIs and ICs from States and UTs of Andhra Pradesh, Karnataka, Telangana	88
15	3 <sup>rd</sup> February 2023	Refresher E&S Training for Nodal officers from SPIUs, ITIs and ICs from States and UTs of Puducherry, Tamil Nadu, Kerala, Andaman and Nicobar Islands	125

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16	7 <sup>TH</sup> February 2023	Refresher E&S Training for Nodal officers from SPIUs, ITIs and ICs from States and UTs of Bihar, Jharkhand, Odisha, Chhattisgarh	44
17	8 <sup>TH</sup> February 2023	Refresher E&S Training for Nodal officers from SPIUs, ITIs and ICs from States and UTs of Chandigarh, Haryana, Himachal Pradesh, Jammu & Kashmir	73
18	26 <sup>th</sup> July 2023	Orientation workshop for Pilot on Industrial Safety with IGnITE for Odisha and Telangana	76
19	1 <sup>st</sup> December 2023	E&S workshop for States of Tamil Nadu, Pondicherry, and Kerala including training on: <ul style="list-style-type: none"> <li>• Orientation workshop for Pilot Training on Industrial Safety with IGnITE</li> <li>• Gender Awareness Training in collaboration with UNWOMEN</li> </ul>	111
20	23 <sup>rd</sup> January 2024	E&S refresher training for SPIU representatives	99
21	31 <sup>st</sup> January 2024	E&S training and review (1) with SPIU and ITI Nodal Officers from Andhra Pradesh, Assam, Bihar including Orientation workshop for Pilot Training on Industrial Safety with IGnITE	15
22	31 <sup>st</sup> January 2024	E&S training and review (2) with SPIU and ITI Nodal Officers from Chhattisgarh, Gujarat, Haryana, Punjab including Orientation workshop for Pilot Training on Industrial Safety with IGnITE	61
23	01 <sup>st</sup> February 2024	E&S training and review (3) with SPIU and ITI Nodal Officers from Himachal Pradesh, Karnataka, Kerala, Andaman and Nicobar Islands including Orientation workshop for Pilot Training on Industrial Safety with IGnITE	22
24	01 <sup>st</sup> February 2024	E&S training and review (4) with SPIU and ITI Nodal Officers from Maharashtra, Meghalaya, Odisha, Delhi including Orientation workshop for Pilot Training on Industrial Safety with IGnITE	37
25	02 <sup>nd</sup> February 2024	E&S training and review (5) with SPIU and ITI Nodal Officers from Tamil Nadu, Telangana, Tripura including Orientation workshop for Pilot Training on Industrial Safety with IGnITE	45
26	02 <sup>nd</sup> February 2024	E&S training and review (6) with SPIU and ITI Nodal Officers from Uttar Pradesh, Uttarakhand, West Bengal, Jharkhand, Goa including Orientation workshop for Pilot Training on Industrial Safety with IGnITE	44
27	05 <sup>th</sup> February 2024	E&S training and review (7) with SPIU and ITI Nodal Officers from Manipur, Mizoram, Nagaland, Sikkim, Arunachal Pradesh including Orientation workshop for Pilot Training on Industrial Safety with IGnITE	23
28	05 <sup>th</sup> February 2024	E&S training and review (8) with SPIU and ITI Nodal Officers from Madhya Pradesh, Rajasthan, Chandigarh,	21



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		Jammu and Kashmir, Puducherry including Orientation workshop for Pilot Training on Industrial Safety with IGnITE	
<b>29</b>	23 <sup>rd</sup> February 2024	Gender awareness training with technical support from UNWOMEN (1) for States and UT of Punjab, Uttarakhand, Delhi, Uttar Pradesh, Bihar, Jharkhand, Odisha, Telangana	56
<b>30</b>	24 <sup>th</sup> February 2024	Gender awareness training (2) for States and UT of Assam, MANIPUR, Meghalaya, Mizoram, Nagaland, Sikkim, Tripura, West Bengal, Arunachal Pradesh, Chhattisgarh, GOA	152
<b>31</b>	25 <sup>th</sup> February 2024	Gender awareness training (3) for States and UT of Chandigarh, Haryana, Himachal Pradesh, Jammu and Kashmir, Andhra Pradesh, Karnataka	77
<b>32</b>	26 <sup>th</sup> February 2024	Gender awareness training (4) for States and UT of Madhya Pradesh, Rajasthan, Gujarat, Maharashtra	

## Annex 2: Social Inclusion in STRIVE Project

The STRIVE project is committed to fostering social inclusion through its multifaceted initiatives. Recognizing the importance of inclusivity in sustainable development, the project integrates various strategies to ensure that the candidates from vulnerable sections including women, SC, ST, PwDs etc. are facilitated to join the ITIs and have equal access to opportunities and resources. Key strategies for promoting social inclusion are following:

- A. **Community Engagement:** STRIVE IAs actively involve local communities through awareness programmes and outreach programmes. Awareness workshops, engaging with schools and other institutions, the ITIs engage with young people and encourage them to join the training and become agents of change in their own development.
- B. **Capacity Building:** Through regular trainings the STRIVE IAs have been empowered to work on inclusion of candidates from vulnerable sections and handling critical issues such as gender issues effectively.
- C. **Access to Services:** The candidates from vulnerable sections have been supported by various interventions to improve access to services crucial for mobilization and retention. These include barrier free infrastructure by creating ramps and accessible washrooms, separate washroom for female candidates, equipped with facilities such as sanitary napkin vending machines and incinerators, support for transportation, stipend etc.
- D. **Access to opportunities:** The candidates have been facilitated for enhance opportunities for learning and employment through various measures. These include focus for on-the-job training, apprenticeship mela, job fair, placement cell etc.
- E. **Continuous monitoring:** To ensure accountability and effectiveness, STRIVE implements robust monitoring mechanisms to track progress towards social inclusion goals. Through monitoring visits, bi-annual reports and review meetings, the on-ground activities have been regularly assessed to ensure effective implementation of Social Inclusion strategies.

### Annex 2a: Gender Inclusion in STRIVE

As part of the commitment to fostering gender equality and empowering women as agents for economic growth, various measures have been initiated under the STRIVE project to enhance female participation in Industrial Training Institutes (ITIs) across the country.

#### **Key initiatives include:**

**Increase in Female Enrollment:** Elevating the female enrollment rate across trades within ITIs is a crucial Key Performance Indicator (KPI) under the STRIVE project. This entails targeted efforts to attract and retain female students in traditionally male-dominated fields.

**Studies and Assessments:** A gender study has been undertaken to identify constraints and strategies for gender inclusion in STRIVE. The study report was shared with all stakeholders to disseminate the findings of the report. These findings proposed strategic interventions aimed at enhancing female participation. This helped the ITIs to develop their social inclusion strategy and initiate appropriate interventions to enhance gender inclusion. Some of the key recommendations and relevant action taken under STRIVE are following:

Recommendation	Action taken
Scholarship for females to help overcome financial barrier and incentives for those pursuing engineering related trades.	By using STRIVE funds under RA2, several States gave stipend and transportation support to female trainees to support them overcome financial barriers.
Strengthen counselling services for female trainees at all stages.	Most ITIs give counselling support to female candidates.
Safety and security of females to be prioritized.	Occupational health and safety is an integral part of CTS training in ITIs. Apart from this, all ITIs have Internal Committee (IC) to handle any complaints of sexual harassment. A robust GRM system was also launched at NPIU level as well as all it is were facilitated to have a functional internal GRM to handle any complaints, they may face.
Include communication strategy in the plan to create awareness about the ITIs.	ITIs conducted several awareness camps and other outreach activities to create awareness about ITIs
Social mobilization Plan for better engagement with the community	All ITIs developed Social Inclusion plans and took appropriate actions based on those plans.

**Gender Awareness and Capacity Building:** a gender awareness session was developed through technical support from UNWOMEN. Training on Gender awareness was conducted for all IAs under STRIVE. These capacity-building initiatives equipped the stakeholders with the knowledge and tools necessary to create a safe and inclusive learning environment for women. The impact of these interventions is evident in increase in enrollment of women in STRIVE ITIs. There has been a steady growth in number of female participants in STRIVE ITIs (ref – enrollment of women in ITIs)

#### Annex 2b: Interventions in Tribal and LWE areas

Among the 200 project ITIs, 26 are in tribal areas, and an additional 5 are situated in LWE regions. Recognizing the unique challenges faced by tribal communities, the ITIs have implemented various measures to facilitate the enrollment of tribal candidates.

**Conducting Awareness Programs:** 26 ITIs have conducted awareness programs to disseminate information about the benefits of vocational education and training to tribal communities. This has resulted in increased enrollment of Tribal candidates as evident in the enrollment data in **Chart 3**.

**Providing Supportive Measures:** 24 ITIs have provided stipends to candidates, 12 ITIs have offered transportation support, and 10 ITIs have distributed tool kits to equip tribal candidates with the necessary resources for their training.

**Organizing Apprenticeship Melas:** all 26 ITIs have organized apprenticeship melas to provide tribal candidates with valuable opportunities to secure apprenticeships.

**Setting up Placement Cells:** All 26 ITIs have established placement cells to facilitate successful transitions from education to employment for tribal candidates.

These concerted efforts have yielded results, as evidenced by the increase in enrollment of SC and ST trainees across our project ITIs. Moreover, these initiatives have not only enhanced enrollment but have also created better career prospects for tribal candidates, empowering them to pursue fulfilling and sustainable livelihoods.

Annex 3: Advisory about 'Potential E&S Interventions under RA1 and RA2'

[https://docs.google.com/document/d/11530mdKv-sUy2Tq97DC0t0W8qUrp-N7E/edit?usp=drive\\_link&oid=111441815320453851180&rtpof=true&sd=true](https://docs.google.com/document/d/11530mdKv-sUy2Tq97DC0t0W8qUrp-N7E/edit?usp=drive_link&oid=111441815320453851180&rtpof=true&sd=true)

Annex 4: ESMP during minor civil works in STRIVE ITIs

S.No.	ITI Name	OHS Measures
1	GU18000003 Govt ITI Jorhat Assam	Minor civil work completed for the refurbishment of classrooms, and laboratories. Onsite supervision provided. All the safety norms are followed in the construction site. Hazardous wastes are segregated from the non-hazardous ones and are disposed in a safe manner. Safety gears are used by the workers, students, and teachers during work. Separate toilet facilities are provided to the workers, male and female students as well as male and female staff.
2	GR02000094 Govt ITI Joginder Nagar Mandi, Himachal Pradesh	Minor civil work completed for flooring in lab. Institute level committee was formed for onsite supervision. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. Use of safety gear by workers and trainees.
3	GU01000011 Govt. ITI Udampur, Jammu and Kashmir	Completed refurbishment of classrooms and laboratories The ITI reported to have provided onsite supervision and ensured appropriate disposal of construction debris. Civil work conducted after class hours to minimize risk. Precautions taken for minimizing risk and ensuring OHS measures.
4	GU32000353 Govt. ITI for Women Kalamassery, Ernakulam, Kerala	Minor civil work completed for the refurbishment of laboratories. Duty assigned to the Draughtsman Civil & Arch. Draughtsman trade instructors for the onsite supervision of work. Separate toilet and drinking water facility provided for labour. Hazardous waste (e-waste) is being handled by authorized vendors. Construction debris are disposed by the contractors. Awareness programmes on OHS, Sign boards showing Safety Measures have been undertaken
5	GR27000011 Govt. ITI Nagpur (Women), Maharashtra	Completed refurbishment of laboratories. The ITI reported to have provided onsite supervision, maintained appropriate disposal of construction debris, and ensured provision of separate toilets and drinking facilities. All safety measures were taken care of while construction. The hazardous waste being disposed separately. The construction debris was disposed through authorized vendors.
6	GR02000034	Minor civil work completed for the refurbishment of laboratories.

	Govt. Model ITI Nalagarh, Solan, Himachal Pradesh	Onsite supervision provided during civil work. Construction debris disposed through authorized vendors. All the primary needs that are mandatory for OHS of the teachers and trainees are followed in routine and upgradation of the same will be done timely.
7	GR22000031 Govt ITI Berla, Bemetara, Chhattisgarh	Minor civil work completed for the refurbishment of laboratories. Onsite supervision provided during civil work. Construction debris disposed through authorized vendors. Separate toilet and drinking water facility provided for labour. First-Aid kit and fire extinguisher are available in ITI.
8	GR02000107 Govt. ITI Jubbal, Shimla, H.P.	Minor civil work completed for the refurbishment of laboratories. Onsite supervision provided during civil work. Construction debris disposed through authorized vendors. There was no hazardous waste produced. The construction debris was disposed of at suitable location away from the Institution by the contractor.
9	GU02000031 Govt ITI Kullu Himachal Pradesh	Minor civil work completed for the refurbishment of classrooms, and laboratories. Onsite supervision provided. Construction debris disposed properly. Waste disposed through Municipal Committee & State Pollution control Board services. Safety ensured via appropriate use of PPE. Institute has appointed Nodal Officer for Electrical Hazardous prevention. Different types of mock drills are conducted in the institute.
10	GR27000036 Government ITI, Parbhani Maharashtra	Minor civil work completed for refurbishment of laboratories. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. At the place of construction there is safety kit/ medical kit available. Also, the waste material is divided first (degradable, non-degradable) then disposed safely without any damage to environment.
11	GR27000030 Govt. ITI Latur, Maharashtra	Minor civil work completed for refurbishment of Laboratory. Onsite supervision provided during civil work. Construction debris not generated. Safety aid kit are provided to teachers and trainees.
12	GU27000230 ITI Thane Girls, Maharashtra	Minor civil work completed for refurbishment of laboratory. Steps taken for OHS by construction company as per compliance. All hazardous waste & debris disposed by construction company. Civil work done in separate workshop which is far from main ITI building. Mask & helmet provided to workers.

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13	GU27000021 Industrial Training Institute, Kalamba Road, Kolhapur, Maharashtra	Minor civil work completed for refurbishment of classrooms, and refurbishment of laboratories. Construction debris not generated. Hard Murum used for roadside filling. Safety shoes, helmets, hand gloves provided to workers.
14	GU06000028 Govt ITI Women Kaithal Haryana	Minor civil work completed for the refurbishment of classrooms. Onsite supervision provided. Separate toilets and drinking water facility provided to labour. First aid kit has been provided; sanitization of institute done time to time.
15	GU27000037 Govt. Industrial Training Institute, Yavatmal, Maharashtra	Minor civil work completed for refurbishment of Classroom. Onsite supervision provided during civil work. Construction debris disposed through authorized vendors. Separate toilet and drinking water facility provided for labour. While onsite construction Occupational Health and Safety (OHS) of the workers, students, teachers, and other staff in the ITI is maintained.
16	GR24000413 ITI Bardoli, Surat, Gujarat	Minor civil work completed for the refurbishment of laboratories. Onsite supervision provided during civil work. Construction debris disposed through authorized vendors. One Foreman Instructor appointed for supervision of construction site. No hazards of any kind are generated. The debris was used to fill space in the institute's campus. Used safety equipment for workers.
17	GU24000460 ITI Sachin(M), Surat, Gujarat	Minor civil work completed for the refurbishment of laboratories, classrooms, and washrooms. Onsite supervision provided during civil work. Construction debris disposed through authorized vendors. Separate toilet and drinking water facility provided for labour. Contractor has disposed hazardous waste and construction debris. Barricading construction site for students, teachers, and other staff. Ensuring proper safety measures taken by workers during activities.
18	GU24000420 ITI Valod, Tapi, Gujarat	Minor civil work completed for the Refurbishment of laboratories. Onsite supervision provided during civil work. Construction debris disposed through authorized vendors. Separate toilet and drinking water facility provided for labour.
19	GU18000022 Govt. ITI for Women, Guwahati, Kamrup (Metro), Assam	Minor civil work completed for the refurbishment of classrooms and laboratories. Onsite supervision provided during civil work. Construction debris disposed through authorized vendors. Separate toilet and drinking water facility provided for labour. All hazardous waste and construction debris has been disposed properly. Construction site has been covered by synthetic



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		net so that no dust and other material can come out. All the construction workers maintain the minimum safety of the workplace and clean all the hazardous material, debris, and other waste regularly.
20	GR06000088 Govt ITI, Sadhaura Yamuna Nagar, Haryana	Minor civil work completed for the refurbishment of classrooms. Onsite supervision provided. Hazardous waste being disposed of properly. First Aid Boxes are placed at various places to meet any medical emergency of the staff and students.
21	GR06000059 Govt ITI Barara At Holi, Ambala, Haryana	Minor civil work completed for refurbishment of washrooms. Onsite supervision provided during civil work. Construction debris disposed through authorized vendors. Separate toilet and drinking water facility provided for labour. No Hazardous waste generated during civil work.
22	GR29000925 Govt ITI Beguru Chamarajanagar Karnataka	Minor civil work is Completed for refurbishment of washrooms. and laboratories. Onsite supervision provided for works. Separate toilet and drinking water facility provided to labour. Proper care taken during work; disposal of waste was handled by Government authorized vendors.
23	GR32000238 Govt ITI Kozhikode -10, Kerala	Minor civil work completed for refurbishment of classrooms. Onsite supervision provided during civil work. Construction debris disposed through authorized vendors. Strict supervision and ensuring to keep time schedule and timely completion of work. Hazardous waste and construction debris disposed through external agencies. Supplied and ensured use of protective equipment to workers and isolated the workspace.
24	GR32000241 Government ITI Chengannur, Alappuzha, Kerala	Minor civil work completed for the refurbishment of laboratories. Onsite supervision provided during civil work. Construction debris disposed through authorized vendors. Separate toilet and drinking water facility provided for labour. Mock drill & fire safety classes conducted by Kerala Fire & Rescue department.
25	GR32000246 Government ITI Attingal, Thiruvananthapuram, Kerala	Minor civil work completed for the refurbishment of classrooms and laboratories. Onsite supervision provided for works by the civil monitoring committee of ITI Attingal. Construction debris disposed through authorized vendors. Separate toilet and drinking water facility provided for labour. Hazardous wastes were disposed by effluent treatment, chemical settlement process. OHS trainings and awareness classes were conducted for

		workers, students, teachers, and other staff in the ITI in regular intervals. OHS posters were placed in each practical workshops and ITI buildings. All workshops and ITI buildings were equipped with fire extinguishers. All practical workshops have safety equipment for providing safety working of trainees and staff.
26	GR32000307 KMM Govt. ITI Kalpetta, Wayanad, Kerala	Minor civil work completed for the refurbishment of laboratories, classroom, and washroom. Onsite supervision provided during civil work. Construction debris disposed through authorized vendors. Separate toilet and drinking water facility provided for labour. Inflammable and unwanted materials kept away from the site and periodically handed over to authorized vendors. Displayed signboards and symbols.
27	GR02000085 Govt. Industrial Training Institute Solan Himachal Pradesh	Minor civil work completed for refurbishment of laboratories. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. Minor partition work was done, no class held in the area at the time of construction. All types of waste were disposed as per rules of the Govt. through concerned contractor.
28	GU32000310 Govt. ITI For Women, Kollam, Kerala	Minor civil work completed for refurbishment of classrooms. Onsite supervision provided during civil work. Construction debris disposed through authorized vendors. Separate toilet and drinking water facility provided for labour. Signage placed near the minor civil work area. Most of the work were carried out during non- teaching hours including Sundays. Occupational health and safety seminars have been arranged for staff and trainees. There is availability of safety helmets, gloves and boots in the campus, Adequate safety instructions are put up in every workshops.
29	GU27000018 ITI Satara, Maharashtra	Minor civil work completed for refurbishment of laboratories. Onsite supervision provided during civil work. Separate toilet and drinking water facility provided for labour. No construction debris generated.
30	GR27000063 Govt Industrial Training Institute, Dindori, Nashik, Maharashtra	Minor civil work completed refurbishment of laboratories. Onsite supervision provided during civil work. Construction debris disposed through authorized vendors. Separate toilet and drinking water facility provided for labour. Onsite construction management is done. Hazardous waste being disposed in scrap yard. Construction debris disposed in scrap yard. For occupational health & safety providing healthy environment & separate toilet & drinking water facility

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31	GR27000701 Govt. ITI Deola, Nashik, Maharashtra	Minor civil work completed for the refurbishment of laboratories. Onsite supervision provided during civil work. Construction debris disposed through authorized vendors. Separate toilet and drinking water facility provided for labour. For occupational health and safety, providing healthy environment & separate toilet & pure drinking water facility
32	GU27000015 Govt ITI Jalgaon, Maharashtra	Minor civil work completed for the refurbishment of laboratories. Onsite supervision provided during civil work. Construction debris disposed through authorized vendors. Separate toilet and drinking water facility provided for labour.
33	GR27000022 Govt ITI Solapur, Maharashtra	Minor civil work completed for the refurbishment of laboratories. Onsite supervision provided during civil work. Construction debris disposed through authorized vendors. Separate toilet and drinking water facility provided for labour. Proper precautions have been taken for ensuring OHS with help of staff from Mason Trade
34	GR27000012 ITI Akola, Maharashtra	Minor civil work completed for the refurbishment of laboratories. Construction debris disposed through authorized vendors. Separate toilet and drinking water facility provided for labour. Applicable safety equipment's provided to labour. No hazardous waste generated. Construction debris disposed by contractor. Health and safety Awareness programs conducted for all. Safety equipment provided to students while working in workshop.
35	GU27000151 Govt ITI (Women), Nagpur, Maharashtra	Minor civil work completed for the refurbishment of classrooms, and laboratories. Onsite supervision provided. Construction debris disposed properly Separate toilets and drinking water facility provided to labour.
36	GR27000445 Govt ITI, Butibori Nagpur Maharashtra	Minor civil work completed for refurbishment of classrooms, refurbishment of laboratories. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. Safety measures followed as per government norms.
37	GU27000078 Govt. ITI Wardha Maharashtra	Minor civil work completed for refurbishment of classrooms. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. Solid waste management system & separate disposal system for hazardous wastes is in working condition. Construction debris disposed through professional agency. OHS ensured

		by providing safety measures & Equipment to workers, teachers & students.
38	GR02000035 Govt. ITI Palampur Kangra Himachal Pradesh	Minor civil work completed for refurbishment of classrooms, and refurbishment of laboratories. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. Institute level committee constituted to look after construction work.
39	GR02000133 Govt ITI (PWD) Sunder Nagar Mandi, Himachal Pradesh	Minor civil work completed for the refurbishment of classrooms Onsite supervision provided. Construction debris disposed properly. Separate toilets and drinking water facility provided to labour The construction work has been carried out by the Govt construction agency HPSIDC which has disposed of the hazardous waste as per the norms. The HPSIDC completed the said work as per the direction of the HP Govt following all construction norms for OHS.
40	GR27000010 Govt ITI Nanded Maharashtra	Minor civil work completed for the refurbishment of classrooms Onsite supervision provided. Construction debris disposed properly. Separate toilets and drinking water facility provided to labour Ensured safety measure like use of footwear, helmet etc. by workers. Classroom temporarily shifted to another class to keep students away from construction site.
41	GR27000019 Govt ITI Karad Satara, Maharashtra	Minor civil work completed for the refurbishment of laboratories. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. Construction debris disposed properly Furniture work done by taking all precautions.
42	GR27000023 Govt ITI Ahmednagar Maharashtra	Minor civil work completed for the refurbishment laboratories Onsite supervision provided. Construction debris disposed properly. Separate toilets and drinking water facility provided to labour. All precautions was taken regarding OHS.
43	GR27000080 Govt ITI Buldhana Maharashtra	Minor civil work completed for the refurbishment of laboratories Onsite supervision provided. Construction debris disposed properly.

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		Separate toilets and drinking water facility provided to labour. First aid box, fire extinguisher provided.
44	GU21000524 Govt ITI Balasore, Odisha	Refurbishment of classrooms, and laboratories completed. Onsite supervision provided. Construction debris disposed properly
45	GU27000014 Govt ITI Dhule Maharashtra	Minor civil work completed for refurbishment of classrooms. Construction debris disposed properly No Hazardous waste generated. Debris disposal done by municipal council.
46	GU27000041 Govt ITI Ambernath, Thane, Maharashtra	Minor civil work completed for the refurbishment of classrooms Construction debris disposed properly All construction debris and hazardous waste disposed properly through by concern contractor.
47	GU29000045 GOVT. ITI (MEN), BELAGAVI Karnataka	Minor civil work completed for refurbishment of washrooms Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour.
48	GU19000168 Halisahar Government ITI North 24 Parganas West Bengal	Minor civil work completed for refurbishment of laboratories. Onsite supervision provided. Construction debris disposed properly. Separate toilets and drinking water facility provided to labour. To provide safe plant and equipment safe use, handling, storage, cleans campus, transportation, etc. To provide safe place and clean area (Classroom, Staff room, Workshop, W/C etc.) Suitable provision of relevant information, training, supervision, it provides a suitable working and learning environment regarding also providing suitable arrangements for welfare.
49	GR06000092 Govt. ITI Bhaproda, Jhajjar Haryana	Minor civil work completed for the refurbishment of laboratories. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. Construction Debris are used for leveling some space in playground.
50	GR02000033 Govt. ITI (Women) Nalagarh, Solan Himachal Pradesh	Minor civil work completed for refurbishment of washrooms. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour.
51	GU29000428 GOVT ITI UDUPI, Karnataka	Minor civil work completed for the refurbishment of washrooms. Onsite supervision provided for works. Separate toilet and drinking water facility provided to labour. No debris produced as its minor civil work.

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52	GR29000211 Govt. ITI Kukanoor Koppal, Karnataka	Minor civil work completed for refurbishment of laboratories. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. Safety helmets and shoes provided.
53	GU29000053 Govt ITI, Mysuru Karnataka	Minor civil work is completed for refurbishment of washrooms Onsite supervision provided for works. Construction agency is taking care of all health and safety aspects according to the guidelines.
54	GU32000222 GOVT ITI CHACKAI Thiruvananthapuram Kerala	Minor civil work completed for refurbishment of laboratories. Onsite supervision provided for works. Construction debris disposed properly. Following steps taken to ensure OHS: Use of proper safety equipment during construction activities. Hazardous wastes are disposed in proper manner through Metal Scrap Trade Corporation. (MSTC). The construction debris disposed through contractor to MSTC in proper way. Use of PPE as per trade requirement and first aid boxes placed in all workshops. Safety training given to all trainees by instructors. Provided fire extinguishers and fire buckets in all trades. Organised safety training from Fire and Safety Department
55	GU06000081 Govt. ITI, Kalka at Bitna Panchkula, Haryana	Minor civil work completed for refurbishment of classrooms. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. Workers, students, teachers, and other staff covered their faces with mask and wear safety helmets and shoes when onsite. Hazardous waste, biodegradable waste are being segregated. All waste along with construction material are disposed through Authorised vendors.
56	GR19000211 Government ITI Bhatar Purba, Bardhaman West Bengal	Minor civil work completed for refurbishment of classrooms and laboratories. Appropriate measures taken including onsite supervision, separate drinking water and toilet facility, use of PPE etc. for ensuring workers' health and safety. Telemedicine System Available by Reputed Doctor of Santi Niketan Medical Collage & Hospital for Occupational Health and Safety (OHS) for the workers, students, teachers, and staff in the ITI.
57	GR19000159 Manbazar Govt. ITI Purulia, West Bengal	Minor civil work completed for refurbishment of classrooms. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour.
58	GR32000236 GOVT ITI MALAMPUZHA PALAKKAD, Kerala	Minor civil work completed for refurbishment of laboratories. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. Proper waste

		disposal done with the help of construction contractor. Waste segregated by construction contractor and properly disposed. Construction debris segregated by construction contractor and properly disposed. PPE kit provided to trainees and trainers.
59	GR27000024 Government ITI Satpur Nashik, Maharashtra	Minor civil work ongoing for refurbishment of classrooms, refurbishment of laboratories, refurbishment of washrooms. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. The hazardous waste is taken out with the help of municipal corporation.
60	GU27000031 Government ITI Beed Maharashtra	Minor civil work completed for refurbishment of laboratories. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. Fire safety, proper care taken during work, prevented unnecessary contact to machine, waste material is disposed properly after completing work.
61	GR10000041 ITI DIGHA GHAT Patna, Bihar	Minor civil work completed for refurbishment of classrooms. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. All scrap bifurcated and auctioning work taken care by Metal Scrap Trade Corporation.
62	GR21000502 Gopabandhu Govt. ITI Ambaguda, Koraput Odisha	Minor civil work completed for refurbishment of classrooms, refurbishment of laboratories. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. All work has been done by works department as per guidelines of Govt. of Odisha.

Annex 5: Best practices

[https://docs.google.com/presentation/d/19jWSwJTmSquMa6fEgDt1VFN6geuCGolh/edit?usp=drive\\_link&oid=111441815320453851180&rtpof=true&sd=true](https://docs.google.com/presentation/d/19jWSwJTmSquMa6fEgDt1VFN6geuCGolh/edit?usp=drive_link&oid=111441815320453851180&rtpof=true&sd=true)

Annex 6: Report on 'Ease of Access Survey for GRM'

[https://docs.google.com/document/d/1OogRv9vXONEVIEp2\\_ce-Z6D4iVXNxoQ/edit?usp=drive\\_link&oid=111441815320453851180&rtpof=true&sd=true](https://docs.google.com/document/d/1OogRv9vXONEVIEp2_ce-Z6D4iVXNxoQ/edit?usp=drive_link&oid=111441815320453851180&rtpof=true&sd=true)

<sup>i</sup> Data on amount spent on E&S related activities is not available as these procurements are done as part of overall procurements and separate financial reporting related to E&S is not done and part of the financial management.