Environment and Social Systems Assessment in in STRIVE Project

Contents

1. **Introduction:**

   ### i. Project Brief

   The National Skills Strengthening for Industrial Values Enhancement (STRIVE) project was developed by the Government of India (GoI) to incentivize the critical institutional reforms required in the institutional training systems- defined as the ITI and apprenticeship to meet the GoIs commitment to providing skilling opportunities for economically disadvantaged / underserved communities and developing a globally competitive workforce. STRIVE is divided into four result areas:

   (a) Improved Performance of Industrial Training Institutes (ITIs)

   (b) Increased Capacity of State Governments to support Industrial Training Institutes and Apprenticeship Training

   (c) Improved Teaching and Learning; and

   (4) Improved and Broadened Apprenticeship Training

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

   ### ii. Environment and Social Inclusion in STRIVE Project

   The environment and social inclusion are important aspects under the STRIVE project especially from a standpoint of the demographic profile of the end beneficiary. The key components under Environmental and Social Inclusion are as follows:

   1. Promote environmental and social sustainability in the project design - avoid, minimize, or mitigate adverse impacts, and promote informed decision making from a standpoint of envisaged projects environmental and social benefits.

   2. Avoid, minimize, or mitigate adverse impacts on natural habitats and physical, cultural resources resulting from the program.

   3. Protect public and worker safety against the potential risks associated with:

      ▪ Construction and/or operations of facilities or other operational practices under the program.

      ▪ Exposure to toxic chemicals, hazardous wastes, and other dangerous materials under the program; and

      ▪ Reconstruction or rehabilitation of infrastructure located in areas prone to natural hazards.

   4. Give due consideration to the cultural appropriateness of, and equitable access to, program benefits, giving special attention to the rights and interests of the Indigenous Peoples and to the needs or concerns of vulnerable groups.

The Environmental and Social Safeguard Aspects (ESSA) action undertaken in the context of STRIVE project aim at:

i. Identify potential environmental and social benefits, risks and impacts applicable to the program interventions

ii. Review the policy related to management of environmental and social impacts of the program interventions

iii. Assess the institutional capacity for environmental and social management system within the program system

iv. Assess the program system performance with respect to the core principles of the Program for Results instrument and identify gaps, if any

iii. Methodology

To review the progress of the ESSA under the STRIVE project and prepare the compliance report, following methodology has been adopted:

a. Study of the program action document (PAD) of STRIVE and other relevant documents e.g., guidelines for tracer study and OHS report etc. for relevant information on environment and social aspects under the project and suitably incorporate them in this report

b. Review of the environment action plan and Social Action Plan from various implementing agencies. Summary of key action proposed under environmental and social aspects both

c. Development of an online tool for reporting on action taken on environment and social aspects from implementation agencies

d. Orientation of implementation agencies through emails, telephonic calls, and regional workshop

e. Data collection and collation using the online tool

f. Data analysis for quantitative and qualitative results

g. Identification of best practices through qualitative analysis of reports

2. Action taken at NPIU level in area of environment and social systems in STRIVE Project:

To meet the objectives, following steps have been taken up by the project team:

- Two national workshops (one physical and one virtual) were organized on E&S aspects for State representatives, ITIs, and ICs. Through these workshops, the stakeholders were given an orientation about the environmental and social aspect, compliances to be followed and reporting requirements on ESS aspects.
- A detailed guideline covering the environmental and social aspects was developed with support of World Bank experts and shared with the stakeholders
- Implementing agencies were asked to submit their Action plan on ESS aspects. The action plans were reviewed and shared with the World Bank team.

- An online tool was developed to collect periodic reports on ESS aspects from implementing agencies. The same was shared with the stakeholders for reporting.
- Regular follow-ups were carried out with the stakeholders for reports and their concerns were addressed related to reporting formats and data requirements
- The ESS reports received from stakeholders have been compiled in standard format for analysis
- Data analysis was done to identify key data points and best practices followed by stakeholders
- Regional workshops were conducted for capacity building of E&S and OHS Nodal officers of all implementing agencies

3. **Status update as per Program Action Plan (PAP):**

PAP 1: MIS. 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	
Completion Measurement: 1.1 ToRs for tracer studies to include requirement for disaggregation of data pertaining to SCs, STs, OBCs, women, minorities, and persons with disabilities	**Status (Done as part of activities under RA 2):** Guidelines for tracer study was developed and shared with State authorities covering the aspect of capturing diversity of trainees in sample selection. *Tracer study guideline attached Annex – 1
PAP 2: Environmental Actions- Environmental management systems in place and functioning in it is	
2.1 Trained ITI nodal environment staff in place and required environment legislations followed and waste management and safety systems functional.	**Status:** • E&S nodal officers designated at State Directorates and ITIs. List of the nodal officers was shared earlier. Updated list of E&S Nodal officers attached as Annex – 2. • Regional E&S Workshops conducted for training of nodal officers as per following details. Workshop agenda and Presentation attached as Annex -3
2.2 Required water supply, sanitation, and drainage systems in place and functional. As required, water harvesting and conservation and water saving systems in place.	**Status (Reported as part of ESS Report):** • 70 ITIs confirmed that water harvesting and water saving systems are in place. The list of ITIs is attached in Annex – 4.
PAP3: Environmental Actions- Students aware of and practice good safety norms in ITI	
Completion Measurement: 3.1 Students use safety gear in workshop, and have been clearly articulate OHS measures and use required measures in their day- to-day working	**Status:** OHS Curriculum is mandatory part of CTS trade curriculum. Details of the OHS curriculum and training is enclosed in Annex – 5.

PAP 4 - Apprenticeship enforce good OHS and waste management standards	
Completion Measurement and status: 4.1 Apprentices are aware of and practice good OHS measures. Proper waste management systems in place and functional, in smaller industries, in case not already there.	**Status Update (Done as part of activities under RA 4)** A detailed report on OHS initiatives by ICs has been shared earlier. Relevant details from the report are given below: Apprenticeship curriculum have integrated OHS component with all engineering related trades. Those learners who don't come from a formal background before being engaged at workplace, go through a basic training curriculum which has additional emphasis on OHS related instructions for young apprentices for their safety into first exposure of occupations. Almost all industry clusters have provisions for insurance and related arrangements for safety gears for the apprentices being trained under STRIVE. Apart from standard OHS guidelines, due to pandemic related challenges, ICs have made additional arrangements for Covid 19 safety related mitigation. Few common activities reported by ICs in their capacity building programs: - Safety & Health – Introduction to Occupational Safety and Health importance of safety and health at workplace. - Occupational Hazards – Basic Hazards, Chemical Hazards, Vibro-acoustic Hazards. Mechanical Hazards, Electrical Hazards, Thermal Hazards. Occupational health, Occupational hygiene, Occupational diseases - Accident & Safety – Basic principles for protective equipment. Accident prevention techniques – control of accidents and safety measures. - First Aid – Care of injured & sick at the workplaces, First-Aid & Transportation of sick person. Detailed report attached in Annex – 6.

4. **Summary of ESS Report from ITIs (Activities under RA1)**

    210 ITIs have submitted their E&S report. Of these 96 are world bank supported ITIs under STRIVE project. Based on these reports, following insights have been drawn

    I. **ESMP during civil work in ITIs:**
    - Out of 96 ITIs, 37 ITIs have confirmed to have plan for minor civil work.
    - The planned civil work has been completed in 5 ITIs
    - The planned civil work is ongoing in 9 ITIs
    - The planned civil work is yet to start in 23 ITIs

- The ITIs that planned any civil work have confirmed that ESMP is being followed in their respective institutions. Highlights of activities under ESMP are given below:

Name of ITI	ESMP measures
ITI Ambattur, Tamil Nadu	All regulations as per TNPCB norms will be followed
PAC Ramasamy Raja Private ITI, Tamil Nadu	1. Proper training and awareness will be given to construction workers and OHS is being followed 2. Construction debris will be sent to our factory and will be disposed safely 3. No Hazardous waste will be generated 4. Existing drainage channel, sanitation and water supply lines will be used during the construction activities
Govt Industrial Training Institute Coimbatore, Tamil Nadu	1. The work is being carried out by PWD and all the rules and regulations are being followed by the contractor. The construction area is protected from entry persons not related to the work. 2. The construction debris are disposed properly. 3. There are separate toilet blocks for boys, girls, differently abled and for staff. An incinerator is also installed in girl toilet. 4. There is enough water supply for the usage of trainees. Drinking water is provided through RO plant and water purifiers.
Govt. ITI, Kund Manethi, Haryana	1. Landscaping already done & practice of water sprinkling for emission of dust being implemented. 2. PPEs are already in use during daily practice on machines. 3. Dustbins made available at all key points in the Institute. 4. Training of trainers and trainees are being done on regular practice. 5. Generator set installed at the suitable location. 6. Water supply facilities made available in the Institute with R.O. 7. Rainwater harvesting system already installed. 8. Foot operated water dispensers/ sanitizer dispensers made available & covid-19 preventive guidelines posters, display for better awareness.
Govt ITI Hassangarh, Haryana	1. Rainwater Harvesting work completed 2. Drainage system already running in well condition 3. Fire Safety / Disaster Management, Hazardous & Non-Hazardous waste management should be creating awareness to avoid any incidents / accidents

Govt Industrial Training Institute Malda, WEST BENGAL	1. Waste disposal yard constructed 2. Occupational Health & Safety: (COMPLETED: Full setup for maintaining COVID norms & protocols for all, ITI premises cleanliness and waste management, bush cutting and fruits & flower tree planting, All trainees are provided photo ID card, Campus with CCTV facility done, Restricted in allowing to enter the workspace during non-working hours, Sanitary pad vending machine purchased), (PLANNED & GOING TO START: Arsenic free drinking water for all, Clogged water drainage system improvement) (IN PROGRESS: Safety week maintaining by all in every month). 3. Appropriate construction debris disposal: A specific place has been identified and constructed accordingly completed. 4. Drainage along with the ITI campus: Drainage system maintained well 5. Hazardous waste management: No hazardous waste is being disposed of in open environment. 6. Sanitation & water supply: Drinking and other water supply management are in good condition with addition that our next project for Arsenic free drinking water connection in our campus.
Govt. ITI Raiganj, West Bengal	1. Offices and Workshop are regularly sanitized according to the COVID 19 rules, all office and classes activities are subject to social distancing 2. As the renovation of ITI would result in generation of C&D wastes are used in ground or sent to outside 3. Drainage system in ITI Campus is available 4. Hazardous waste management in progress 5. Offices and Workshop are regularly sanitized according to the COVID 19 rules, water supply in Office, Workshop, Hostel is uninterrupted

II. **Water harvesting and other water saving systems:** 70 ITIs confirmed that water harvesting and other water saving systems are in place. List of ITIs attached in Annex-4

III. **Segregation of and proper disposal of hazardous waste:** 74 ITIs confirmed that Hazardous waste is being segregated from non- hazardous waste at source and all norms are being followed for their safe disposal (Annex-8)

IV. **Segregation of bio-degradable waste from non-degradable waste:** 74 ITIs confirmed that bio-degradable waste and non-degradable waste are being segregated for proper disposal

V. **Cleaning and greening of ITI campuses:** Several steps have been taken for cleaning and greening of ITI campuses. These include landscaping, plantation drives, making environmental committees etc.

Facilitation of enrollment of candidates from marginalized sections: To facilitate enrollment of trainees from marginalized sections including women, SC/ST candidates and Persons with Disability, several initiatives have been taken. These include awareness drives in rural areas, creating special facilities for women and trainees with disabilities, distribution of tool kit etc.

5. **Best practices in Environmental and Social Systems followed by ITIs**

As part of the report, ITIs have shared several best practices in areas of environment and social inclusion. Summary of best practices followed by ITIs given below:

a) *Environmental and social action during civil work in ITIs & ICs*
- Appropriate construction debris disposal
- Cleaning of drainage system along the ITI campus
- Hazardous waste disposal following all safety norms
- Occupational Health and Safety (OHS) of the workers, students, teachers, and other staff in the ITI
- Sanitation and proper water supply
- Proper training and awareness given to construction workers
- Training programmes conducted on OHS, Fire Safety, mock drills etc.

b) *Clean and Green environment*
- Plantation drive in the ITI campus
- Landscaping, cleaning, trimming of bushes
- Committee including students and instructors for environmental activities
- Collaboration with external experts e.g., forest department / Lions Club, NSS Volunteers etc. to promote environmental activities

Tree plantation drive by Lion's club at ITI Ambattur

c) *Waste Management*

- Minimize waste generation by reuse and recycle of material
- Categorization of waste in hazardous / non-hazardous; Paper / Metal/ Green waste etc.
- Disposal of hazardous waste through proper process
- Plant and other organic waste used for compost for gardening purpose
- Paper, plastic, and other recyclable waste sent for recycling

Solid Waste Management at ITI Barara, Haryana

d) *Rainwater harvesting and drinking water facilities*

Rainwater harvesting at Govt. ITI Chandigarh

- Rainwater harvesting system to conserve the rainwater in the institute
- Wastewater used to maintain garden and lawns
- Prevention of leakage of water by periodic check and proper maintenance and repair of taps, pipes, and joints
- Water tanks cleaned regularly for clean water
- Installation of RO and water coolers for clean drinking water

e) *Activities to promote enrolment of vulnerable students (SC/ST, Women, Students with Disability)*

- Information dissemination through advertisement/ Social media/ radio advertisements for encouraging enrolment of female and other vulnerable students
- Seminars in schools, villages to promote enrollment of women, SC/ST and PWDs
- Benefits including Stipend, Free Tool kits, Free bus Pass etc.
- Help desk and career counselling for new students
- Separate toilets for women with Sanitary napkin vending machine and incinerators
- Construction of ramps, special Seating facility, accessible toilets for Students with Disability
- Grievance Redressal Committee for vulnerable section

Sanitary Napkin Vending Machine and Incinerator installed at ITI (W) Hisar

f) *Grievance redressal*

- Grievances committee including senior staff members and students for addressing the grievances

g) *COVID Safety*

Thermal screening at entrance of ITI

Use of mask mandatory

- Awareness generation using Posters and photographs on Covid safety
- Thermal screening of all staff and students daily
- Touchless sanitization machine, sanitization of classrooms and workshop

- Making use of mask mandatory, social distancing prescribed and promoted
- SOP by Govt. of India and State Government are being followed
- RTPCR test of all staff and trainees conducted by few ITIs
- Vaccination camp for COVID – 19 arranged in ITI campus for staff and workers

6. **Grievance Redressal Mechanism:**
- A dedicated three tier grievance redressal mechanism has been developed for addressing the grievances of the various stakeholders of STRIVE project
- Any grievances received are being addressed as per the guidelines mentioned in operation manual of STRIVE project
- An online survey is being conducted to assess the ease of access of GRM system of STRIVE

7. **Way Forward:**
- To enhance awareness among stakeholders on E&S aspects and their hand holding, more regional workshops will be organised.
- Based on the report review, appropriate suggestions will be given to stakeholders to enhance effectiveness.
- The activities related to E&S Aspects are ongoing, hence implementing agencies have been asked to submit periodic reports. Regular follow-up with stakeholders being done for timely reporting.

8. List of Enclosures:

Annex 1: Tracer study guideline

Annex 2: List of E&S Nodal Officers

Annex 3: Regional E&S Workshop presentation

Annex 3A: Summary of Regional workshops on Environmental & Social Aspects and OHS Project

Annex 4: List of ITIs that have confirmed maintaining water supply and water saving systems in place

Annex 5: Note on OHS curriculum

Annex 6: OHS report of ICs

Annex 7: List of ITIs that have plans for minor civil work

Annex 8: List of ITIs that have confirmed that hazardous waste is being segregated for proper disposal

Annex 9: GRM Ease of Access Survey report