



Directorate General of Training



सत्यमेव जयते
GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT
& ENTREPRENEURSHIP



Skill India
कौशल भारत - कुशल भारत



Monitoring of Environment and Social Aspects

STRIVE
January to June 2023



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1. Introduction

Skills Strengthening for Industrial Value Enhancement (STRIVE) is a World Bank funded program that has been approved by Expenditure Finance Committee (EFC) in November 2016 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 creating awareness through Industry Clusters (ICs) that would address the challenge of involvement of Micro, Small and Medium-Sized Enterprises (MSMEs). The Program also aims at integrating and enhancing delivery quality of Industrial Training Institutes (ITIs).

The interventions planned under STRIVE program 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.

The implementing agencies (IAs) have been given training and handholding support to develop their environmental and social inclusion plan. Based on the plans submitted by the IAs, they are expected to take appropriate action to manage environmental and social aspects and report the same.

This is the Fourth report on environment and social aspects of STRIVE program, which covers the progress made by the implementing agencies (IAs) in the period January 2023- June 2023.

2. Methodology

For preparation of the report, a review of all activities undertaken in E&S and OHS in STRIVE program has been done and relevant data was collected from IAs.

i. Data collection

Data was collected from ITIs using the agreed questionnaire prepared in consultation with the World Bank. The questionnaire captured following aspects:

- a. Grievance Redressal Mechanism (GRM)
- b. Availability of basic amenities including infrastructure for candidates with disability
- c. Environmental and Social Management Plan (ESMP) in case of minor civil work planned
- d. Measures for inclusion of candidates from vulnerable sections including women, SC/ST, PWD candidates
- e. OHS for students, instructors, and other staff in ITIs

ii. Orientation of Implementation Agencies

The questionnaire was circulated online in July 2023 and the IAs were given 6 weeks to complete the questionnaire. Continuous follow-up was done via emails and telephonic calls to provide real time support for all queries and timely submission of the responses was ensured. The responses received were collated and analyzed and the key findings have been presented in this report.

iii. Online workshops on E&S Aspects

Nine regional workshops were conducted in virtual mode for capacity building of E&S Nodal officers of SPIUs and ITIs and OHS Nodal officers of ICs. Total 765 participants from all States and UTs participated in these workshops. The participants were given training on Environmental and Social aspects, ESMP in case of minor civil work being done, best practices etc. Details of the workshops are given below:

Monitoring of Environment & Social Aspects | STRIVE | January- June 2023

| Workshop Date | Participating States/UT | No. of Participants |
|-------------------------------|---|---------------------|
| 19 th January 2023 | E&S Nodal Officers from all SPIUs | 87 |
| 24 th January 2023 | Punjab, Uttarakhand, Delhi, Uttar Pradesh | 44 |
| 30 th January 2023 | Assam, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim, Tripura, West Bengal, Arunachal Pradesh | 49 |
| 31 st January 2023 | Madhya Pradesh, Rajasthan, Gujarat | 149 |
| 1 st February 2023 | Maharashtra, Goa | 106 |
| 2 nd February 2023 | Andhra Pradesh, Karnataka, Telangana | 88 |
| 3 rd February 2023 | Puducherry, Tamil Nadu, Kerala, Andaman and Nicobar Islands | 125 |
| 7 th February 2023 | Bihar, Jharkhand, Odisha, Chhattisgarh | 44 |
| 8 th February 2023 | Chandigarh, Haryana, Himachal Pradesh, Jammu & Kashmir | 73 |
| 26 th July 2023 | Orientation workshop for Pilot Training on Industrial Safety with IGNITE for Odisha and Telangana | 76 |

3. Program Action Plan (PAP) Update

| Action | Who Will Do | Timeline | Completion Measurement | Status Update |
|---|--|---|--|---|
| <p>Inclusion All ISPs to include a plan for inclusion of vulnerable groups</p> | <ul style="list-style-type: none"> ITIs State Directorates MSDE | 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. | Completed. Details of recent activities to facilitate inclusion of vulnerable groups is mentioned in Section 5 (Summary of E&S report received from ITIs) |
| 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 | Completed |
| <p>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.</p> | <ul style="list-style-type: none"> State Directorates MSDE | Ongoing | Requirement for disaggregation of data pertaining to SCs, STs, OBCs, women, minorities, and persons with disabilities. | Completed. No new enrollments were done in the reporting period. The trend analysis of disaggregated data of enrollments done in September 22 is shared in the section 4 (New Enrollments and Inclusion of Vulnerable groups) |

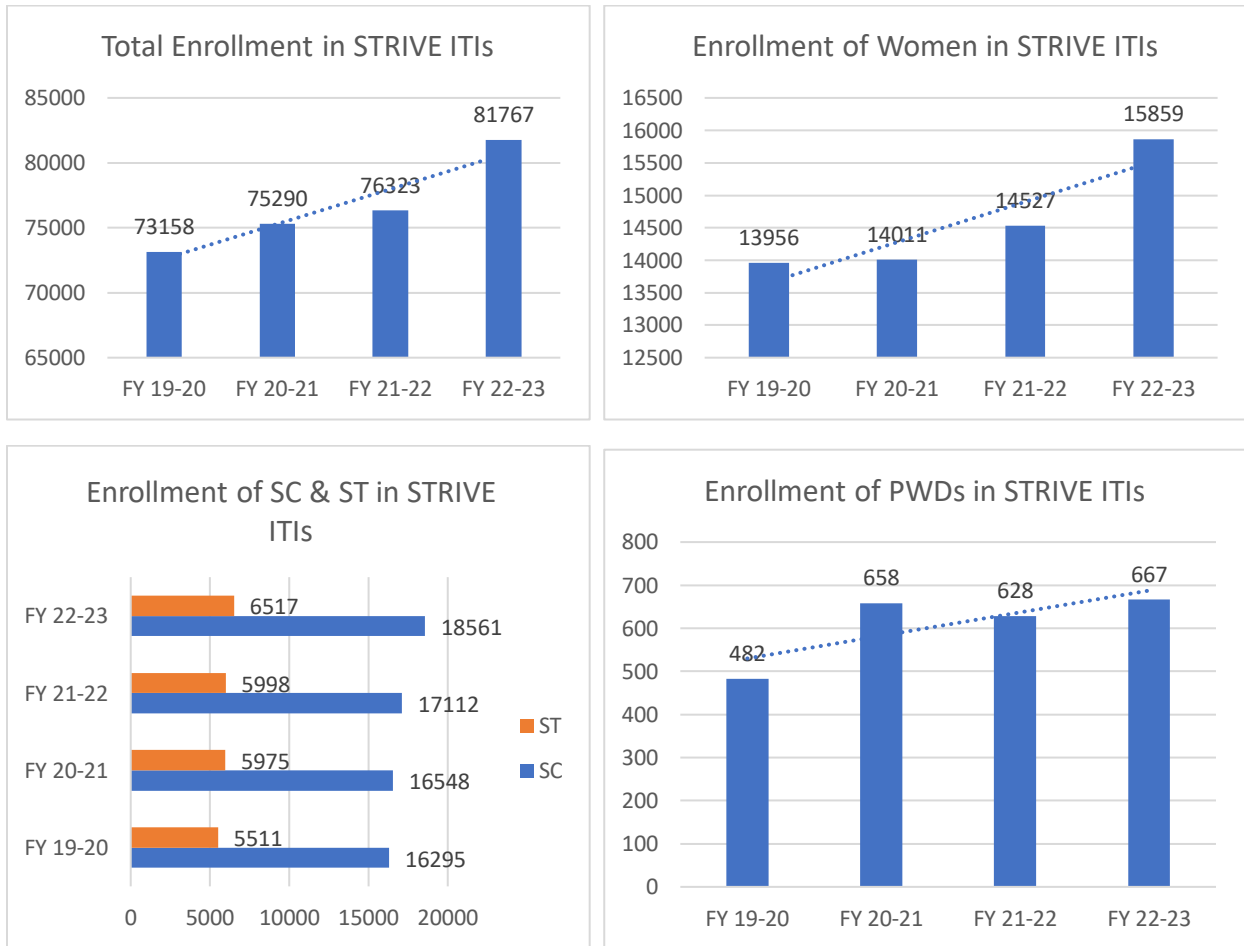
| Action | Who Will Do | Timeline | Completion Measurement | Status Update |
|--|--|---|--|--|
| <p>Robust Environmental Management System developed and functional in ITIs</p> | <ul style="list-style-type: none"> • ITIs • State Directorates | <p>Within 6 months of signing of the PB Grant Agreement with ITIs</p> | <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>Completed.</p> <p>The Nodal Persons for environmental and social management are appointed at all SPIUs and ITIs. They have been trained on ESMP measures through online workshops. List of nodal officers is updated regularly to manage any changes due to transfers/ attrition etc.</p> <p>The Environmental Management System is developed and functional in ITIs. Data related to the same is captured through questionnaire and presented in Section 2 (Updates on ESS Aspects in ITIs)</p> |

| Action | Who Will Do | Timeline | Completion Measurement | Status Update |
|--|--|---|--|---|
| Students aware of and practice good safety norms in ITI | <ul style="list-style-type: none"> • ITIs • State Directorates | 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>OHS is an integral part of the trade curricula. Details of the same have been shared in previous E&S report and the note on OHS submitted in May 2021.</p> <p>Additionally Industrial Safety curriculum (E-content) from IGNITE program has been adopted and piloted with ITIs in Telangana and Odisha. A separate note with details on the same has been prepared and shared. It is planned to be rolled out to ITIs and ICs across all other States and UTs shortly.</p> <p>Also, data collected on OHS being practiced for staff, trainees etc. as part of questionnaire has been shared. Analysis of the same is given in Section 5 (Summary of E&S report received from ITIs).</p> |
| Apprenticeship 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>Completed.</p> <p>ICs are following good OHS and waste management practice. Regular training programmes are being conducted on the same. Details on the OHS and waste management in ICs are given in Section 6 (OHS in ICs based on data received from ICs).</p> |

4. New Enrollments and Inclusion of Vulnerable groups

The new enrollment for academic year starts from July till September, hence no new enrollments were done in the period January – June, 2023.

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



- The total enrollment in STRIVE ITIs increased by 7% from previous years' enrollment
- Enrollment of women in STRIVE ITIs increased by 9% from previous years' enrollment
- Enrollment of SC and ST candidates in STRIVE ITIs increased by 9% and 8% respectively from previous years' enrollment
- Enrollment of Persons with Disability in STRIVE ITIs increased by 6% from previous years' enrollment

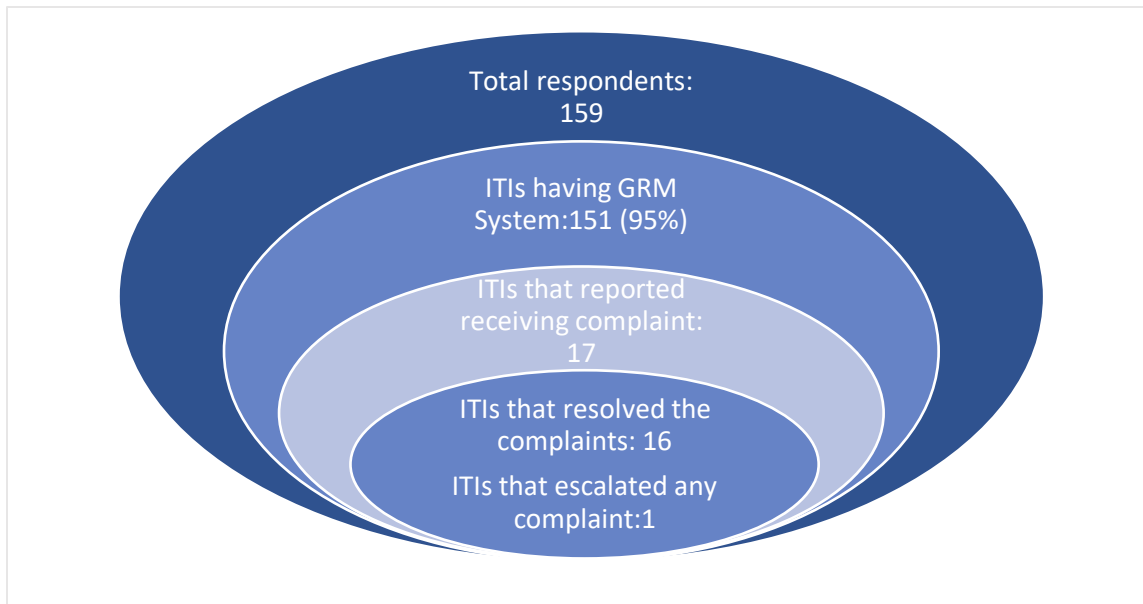
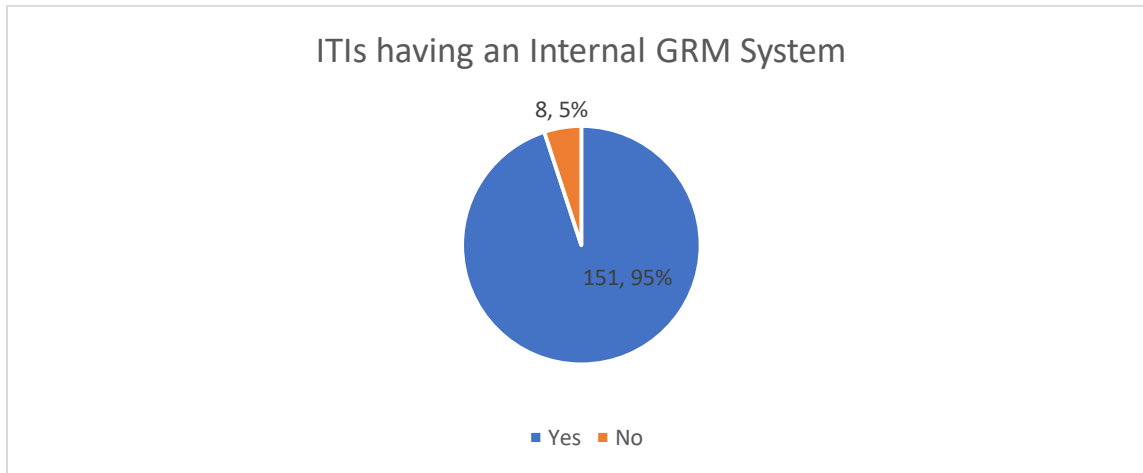
5. Updates on ESS Aspects in ITIs

i. Response to questionnaire on E&S from ITIs

Among the 200 World Bank supported STRIVE ITIs 159 responded to the questionnaire on E&S for the period January to June 2023. The analysis is based on responses of these 159 ITIs.

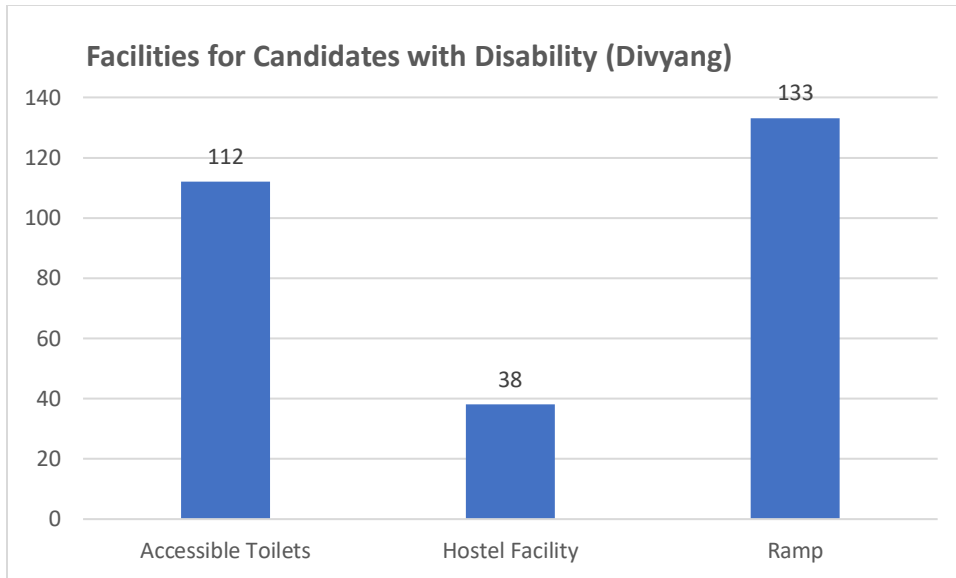
ii. Grievance Redressal Mechanism (GRM)

An online GRM system is managed at the NPIU level for any procurement or E&S related complaints. In the reporting period of January – June 2023, no new complaints were registered in the online GRM. In addition, all STRIVE ITIs were also asked about availability of internal GRM, any complaints received, and resolution provided. Out of 159 ITIs that responded to the questionnaire, 151 ITIs confirmed having internal GRM system with a GRO. ITIs not having internal GRM system were advised to create the same. Data about availability of GRM and complaints received / resolved is given in the charts below:



iii. Appropriate infrastructure for PWD candidates

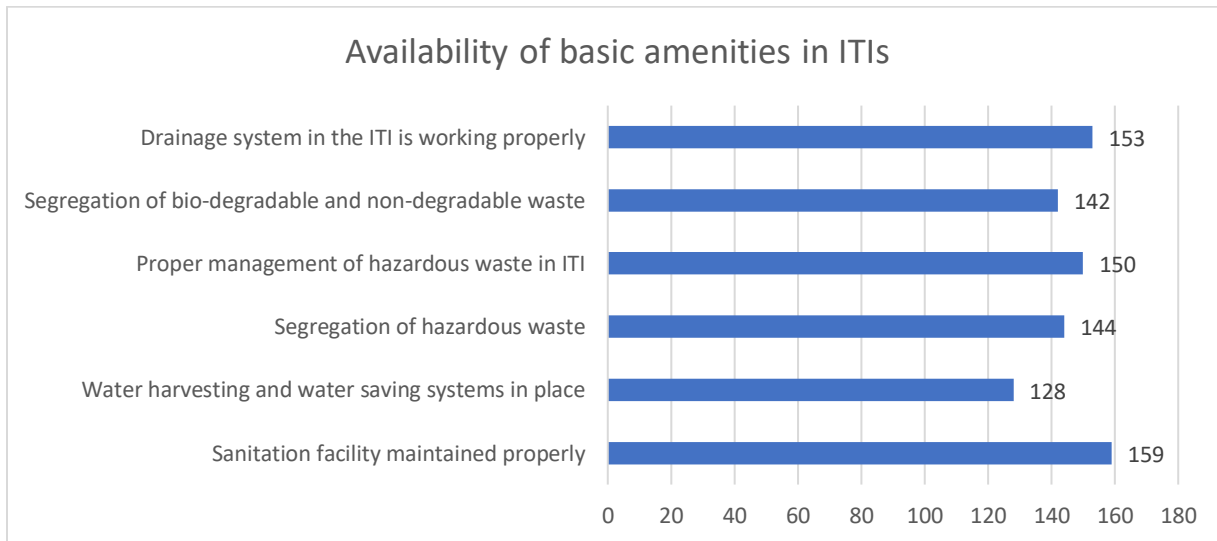
To provide a barrier free environment to Persons with Disability to enable them for joining ITIs, various facilities are created by ITIs including ramps, accessible toilets, hostel facilities etc.



There are 92 ITIs which have both ramp and accessible toilets available for divyang candidates.

iv. Availability of basic amenities

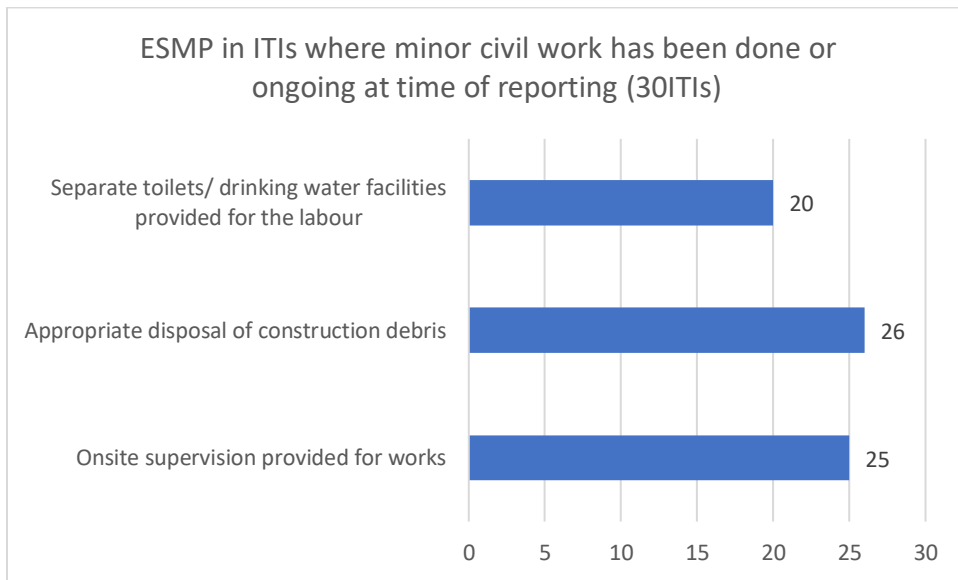
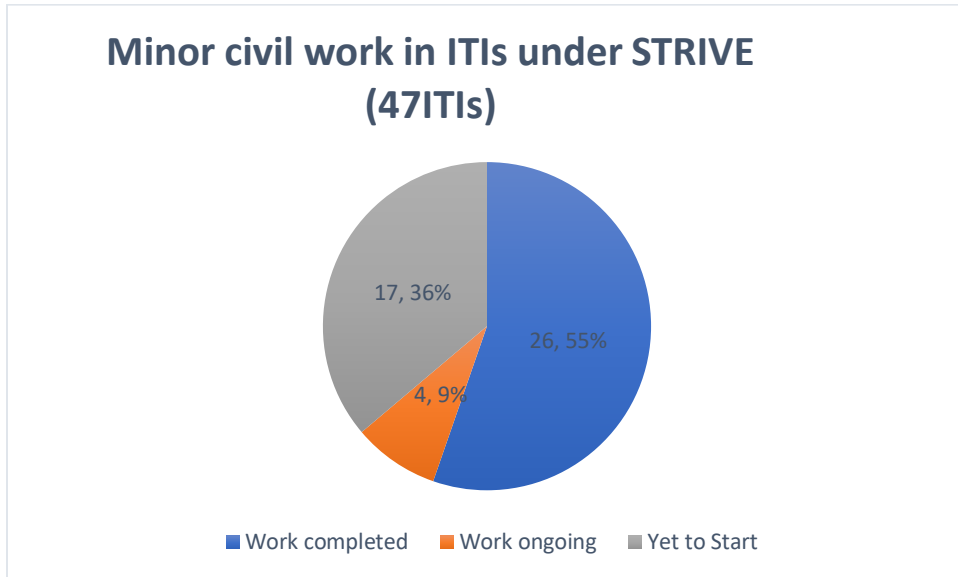
Availability of basic amenities related to water saving, water harvesting, sanitation and waste management is crucial for environmental management in ITIs. Maximum number of ITIs have reported about maintaining sanitation facility and having functional drainage system. Number of ITIs which have confirmed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



v. ESMP during civil work in ITIs

Construction work is not allowed under STRIVE program, however, minor civil work may be undertaken for refurbishment of laboratory, classrooms, or washrooms. Any ITI undertaking minor civil work should adhere to the Environmental and Social management Plan (ESMP) during the civil work 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 for the same as part of the reporting process. 47 ITIs have planned minor civil work, out of which

work was completed in 26 ITIs at the time of reporting. 4 ITIs had ongoing work, while 17 ITIs were yet to start the civil work.



vi. Occupational Health and Safety (OHS) reported by ITIs

ITIs have been advised to ensure the occupational health and safety for workers, trainees, staff and any other stakeholders visiting the premises, if there is any civil work going on. The table includes the report on OHS measures taken by the 30 ITIs which have reported minor civil work completed or ongoing.

| S.No. | ITI Name | OHS Measures |
|-------|------------|---|
| 1 | GR02000035 | Minor civil work completed for the refurbishment of classrooms, and laboratories. |

| | | |
|---|---|--|
| | Govt ITI Palampur, Kangra, Himachal Pradesh | Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. Committee constituted for construction supervision, and under the guidance of expert followed all measures for safety |
| 2 | GR02000085 Govt ITI Solan Himachal Pradesh | Minor civil work ongoing for refurbishment of classrooms and laboratories. Onsite supervision provided. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. No hazardous waste is produced during civil work. Regular health checkup and use of PPE is ensured in workshop & work sites. |
| 3 | GR02000094 Govt ITI Joginder Nagar Mandi, Himachal Pradesh | Minor civil work completed for flooring in lab. Onsite supervision provided. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. |
| 4 | GR02000107 Govt ITI Jubbal Shimla, Himachal Pradesh | Minor civil work completed for the refurbishment of laboratories. Onsite supervision provided. Construction debris disposed properly. |
| 5 | 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. |
| 6 | GR06000059 Govt ITI Barara at Holi Ambala, Haryana | Minor civil work completed. Onsite supervision provided. Construction debris disposed properly Separate toilet and drinking water facility provided to labour. Fire safety training given to staff and candidates. |
| 7 | 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. |
| 8 | GR22000031 Govt ITI Berla Bemetara, Chhattisgarh | Minor civil work completed for the refurbishment of laboratories Onsite supervision provided. Construction debris and all other waste disposed properly Separate toilets and drinking water facility provided to labour Proper guideline maintained for onsite construction management. Health and safety process like first-aid kit, clean water, and some snacks are provided during work. |

| | | |
|----|---|--|
| 9 | GR24000413 Govt ITI Bardoli Surat, Gujarat | Minor civil work completed for the refurbishment of laboratories Onsite supervision provided Construction debris disposed properly Safety of workers ensured, students and staff not allowed in construction area Hazardous waste not produced. Other debris used for land fill. Mask, safety equipment and first aid box provided. |
| 10 | 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. |
| 11 | GR27000019 Govt ITI Karad Satara, Maharashtra | Minor civil work completed for the refurbishment of laboratories Construction debris disposed properly Furniture work done by taking all precautions. |
| 12 | 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. |
| 13 | GR27000036 Govt ITI Parbhani Maharashtra | Minor civil work completed for the refurbishment of laboratories Onsite supervision provided. Construction debris disposed properly. Separate toilets and drinking water facility provided to labour. |
| 14 | GR27000080 Govt ITI Buldhana Maharashtra | Minor civil work completed for the refurbishment of laboratories Onsite supervision provided. Construction debris disposed properly. Separate toilets and drinking water facility provided to labour. First aid box, fire extinguisher provided. |
| 15 | GR29000925 Govt ITI Beguru Chamarajanagar, Karnataka | Refurbishment of classrooms, laboratories, and washrooms, ongoing Onsite supervision provided. Construction debris disposed properly. Separate toilets and drinking water facility provided to labour. Construction management handle by Govt agency and it is attached with local PHC for ensuring health. Construction debris managed by the construction agency with due care. |
| 16 | GR32000238 Govt ITI Kozhikode Kerala | Minor civil work completed. Onsite supervision provided. Construction debris disposed properly through external agency. Separate toilets and drinking water facility provided to labour Hazardous waste segregated and disposed through external agencies. |

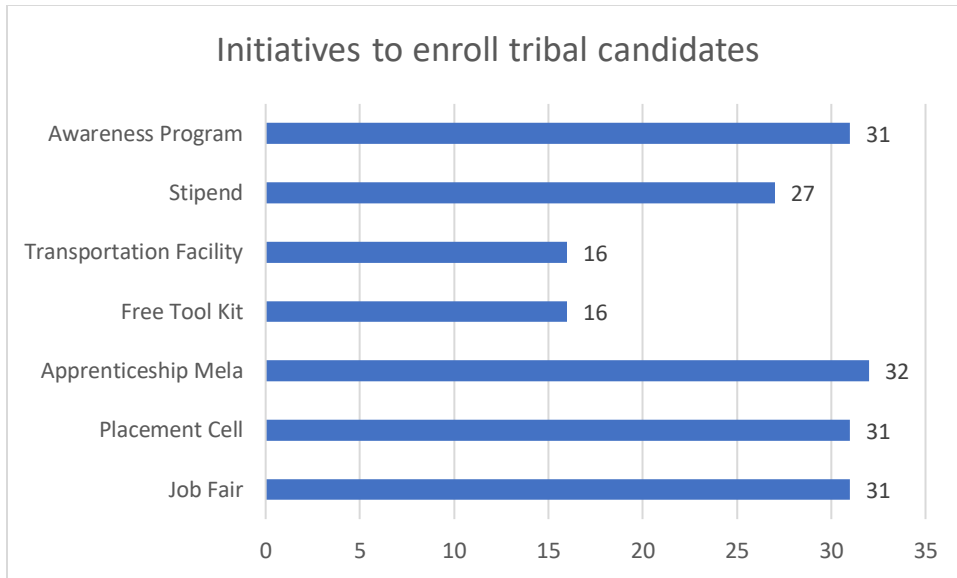
| | | |
|----|---|---|
| | | Supplied protective equipment to workers and isolated the construction area. |
| 17 | GR32000307 KMM Govt ITI Kalpetta Wayanad, Kerala | Minor civil work completed for the refurbishment of classrooms, laboratories. Onsite supervision provided. Construction debris disposed properly Proper storage of construction materials, waste taken away by contractor from the site. First aid boxes, fire extinguishers have been provided and awareness programmes conducted for both students and staffs. |
| 18 | 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. |
| 19 | 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. |
| 20 | GU18000003 Govt ITI Jorhat Assam | Minor civil work completed for the refurbishment of laboratories Onsite supervision provided. All the safety norms are followed in the construction site. Supervision is carried out so that construction procedures are followed. Hazardous wastes are segregated from the non-hazardous ones and are disposed of in a safe manner. Construction debris are filled in the dumpy areas. 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. |
| 21 | GU18000022 Govt ITI For Women Guwahati Kamrup (Metro), Assam | 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 All the hazardous waste has been disposed carefully. Construction debris has been disposed through municipality. Construction site has been covered by synthetic net so that no dust and other material can come out. All construction workers maintain the minimum safety at the workplace and clean all the hazardous, debris and other waste regularly. |
| 22 | GU21000524 Govt ITI Balasore | Refurbishment of classrooms, and laboratories ongoing. Onsite supervision provided. |

| | | |
|----|--|---|
| | Odisha | Construction debris disposed properly |
| 23 | GU27000014 Govt ITI Dhule Maharashtra | Minor civil work completed Construction debris disposed properly No Hazardous waste generated. Debris disposal done by municipal council. |
| 24 | GU27000018 Govt ITI Satara Maharashtra | Minor civil work completed Separate toilets and drinking water facility provided to labour Actual Construction is not done so onsite construction management is not applicable |
| 25 | GU27000037 Govt ITI Yavatmal Maharashtra | Minor civil work completed Onsite supervision provided. Construction debris disposed properly Separate toilets and drinking water facility provided to labour OHS is maintained by disposing the waste in a proper way. Construction debris are disposed by filling it in ground gaps. All staff and students have been given training about OHS and follow all necessary instructions. |
| 26 | GU27000041 Govt ITI Ambarnath 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. |
| 27 | 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. |
| 28 | GU29000045 Govt ITI (Men) Belagavi Karnataka | Refurbishment of washrooms ongoing Onsite supervision provided. After construction completion debris will be disposed properly. |
| 29 | GU32000310 Govt ITI (W) Kollam Kerala | 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. Construction activities are supervised by the contractors as well as ITI staff. Proper waste disposal is carried out in the campus There were no hazardous waste materials during the construction activities. Debris is disposed by the contractor from the campus premises. Proper signage put near to the works so that the staff and students can identify the activities. OHS class is taken for the students. |
| 30 | GU19000168 Halisahar Government ITI North 24 Parganas West Bengal | Minor civil work completed Onsite supervision provided. Construction debris disposed properly. Separate toilets and drinking water facility provided to labour. |

| | | |
|--|--|--|
| | | <p>Steps taken for onsite construction management are as following:</p> <ol style="list-style-type: none"> a. In the construction projects multiple stages of project is carried through to completion and as planned. b. Hazardous wastes is deposited in secure landfills, which provide at least 3m of separation between the bottom of landfill and underlying bedrock or water table also. A secure hazardous waste landfill should have two impermeable liners and leachate collection process. c. Landfill is the used as last option, when other methods of waste disposals are not feasible. The required standards and permissions of the area or state are followed. Disposal of construction waste is done by moving the debris securely to a place from which it can't be any environmental issues. <p>Steps taken towards Occupational Health and Safety (OHS) of the workers, students, teachers, and other staff in the ITI are as following:</p> <ol style="list-style-type: none"> a. To provide safe plant and equipment safe use, handling, storage, cleans campus, transportation, etc... b. To provide safe place and clean area (Classroom, Staff room, Workshop, W/C etc.) c. Suitable provision of relevant information, training, supervision, it provides a suitable working and learning environment regarding also providing suitable arrangements for welfare. |
|--|--|--|

vii. ITIs in the LWE or tribal dominated area

Among the 159 respondent ITIs, 32 are in tribal areas and out of these 32 ITIs one ITI is in LWE area. The ITIs have taken several measures to facilitate enrollment of tribal candidates. All ITIs have organised apprenticeship mela to facilitate apprenticeship for candidates. Apart from this setting up placement cell, organizing job fair and organizing awareness program are key initiatives to encourage tribal students to enroll in ITIs.

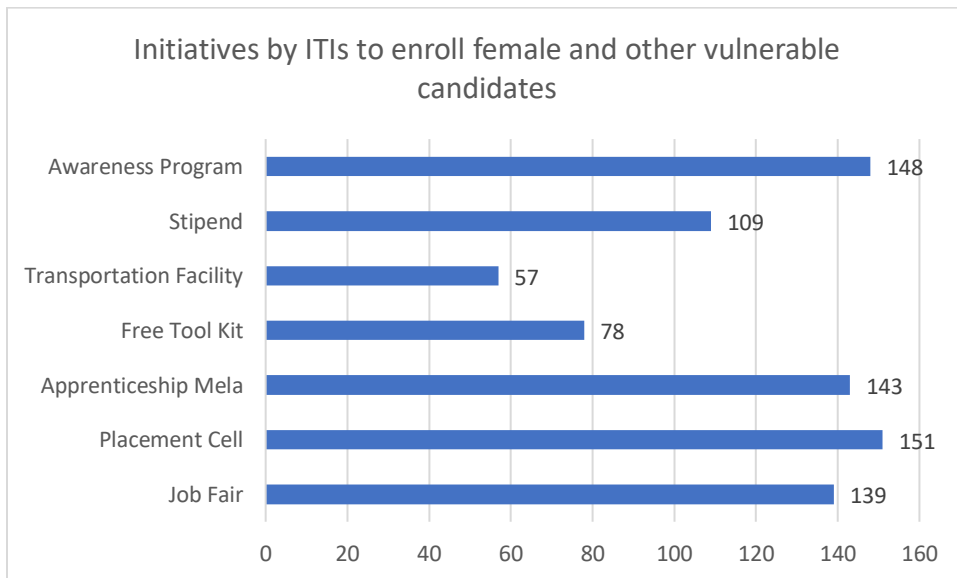


viii. COVID – 19 best practices followed across the ITIs

All the 159 ITIs have confirmed that they have followed the basic measures such as usage of masks, sanitization facility, awareness creation, and vaccination camps to prevent the spread of COVID-19.

ix. Activities taken 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 placement cell and providing facilities e.g., 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 below:



x. Environmental and Social best practices

All respondents have confirmed to take one or more initiative in environment or social inclusion. Some of the common activities reported are plantation drive, cleaning drive, waste segregation and appropriate disposal, awareness camps etc. Below are few examples:

i. Ramco ITI, Virudhunagar, Tamil Nadu



Waste Management in RAMCO ITI, Tamil Nadu



RO Water Plant for clean drinking water



COVID 19 Safety

ii. Govt. ITI Kullu, Himachal Pradesh



Greening of campus

iii. ITI Solapur, Maharashtra



Apprenticeship Mela at ITI Solapur

iv. Halisahar Govt ITI, North 24 Pargana, West Bengal



Poster display for safety

v. Govt ITI Chalakudy, Thrissur, Kerala



Separate bins for segregation of waste

vi. APV ITI, Kanpur, Uttar Pradesh



Maintaining clean and green campus



Green campus

vii. Govt. ITI (W) Bagalkot



Apprenticeship Mela



viii. ITI Balanagar, Kerala



Separate bins for waste segregation

ix. Govt. ITI Kund Manethi, Haryana



Fire safety training

x. ITI Belonia, Tripura



Sanitary napkin vending machine

xi. ITI Barabanki, Uttar Pradesh



Solar Panels in ITI Barabanki

6. E&S Monitoring Visits

Visits to ITIs were conducted to review the progress on E&S to sample States/ ITIs. These visits were done NPIU and PMC team members in states of West Bengal, Haryana, Punjab, Kerala and Karnataka in months of July and August 2023. Visit details and key observations from the visits are given below:

| Date | Name of ITI visited | Visit by |
|----------------|---|--|
| 19 July 2023 | Govt Industrial Training Institute, Gariahat, Kolkata, West Bengal | Hemant Ganjre, JD, DGT Rajesh Meena, DD, DGT Jayant Srivastava, PMC Sanjay Kumar Gupta, PMC |
| 19 July 2023 | Govt Industrial Training Institute, Tollyganj, Kolkata, West Bengal | Hemant Ganjre, JD, DGT Rajesh Meena, DD, DGT Jayant Srivastava, PMC Sanjay Kumar Gupta, PMC |
| 24 August 2023 | Government Industrial Training Institute, Chhakkai, Kerala | Hemant Ganjre, JD, DGT Rajesh Meena, DD, DGT Jayant Srivastava, PMC Sanjay Kumar Gupta, PMC |
| 24 August 2023 | Government Industrial Training Institute, Kalamessary, Kerala | Hemant Ganjre, JD, DGT Rajesh Meena, DD, DGT Jayant Srivastava, PMC Sanjay Kumar Gupta, PMC |
| 8 August 2023 | Government Industrial Training Institute, Mysuru, Karnataka | Hemant Ganjre, JD, DGT Rajesh Meena, DD, DGT Mrityunjay Arya, PMC Prasun Jain, PMC |
| 11 August 2023 | Govt Industrial Training Institute, Panchkula, Haryana | Natrajan Iyer Sridhar, AD, DGT Jayant Srivastava, PMC Aparna Dass, PMC |

- E&S Nodal Officers are appointed in the ITIs.
- OHS is an integral part of the ITI curriculum and training on OHS is done as per curriculum. Additional training programmes are arranged through various agencies e.g., fire safety training by Fire Department.
- Some ITIs have improved OHS by purchase of safety equipment under STRIVE e.g., safety glasses (welding), fire extinguishers etc. However, use of safety equipment in workshop should be improved in practice.
- ITIs conducted awareness programmes on fire safety, accidental insurance policy, anti-tobacco awareness, health awareness, mental health etc.
- In some ITIs signages for emergency exit, emergency contact number etc. were not found. They have been suggested to put appropriate signages.
- Segregation of waste and proper disposal is done as per norms.

- Grievance redressal mechanism is in place in ITIs. Complaint register/ complaint box/ email id for registering grievance is provided.
- Initiatives have been taken for inclusion of candidates from vulnerable sections. These include regular awareness camps, counselling sessions, providing transportation support etc.
- Industry tie-ups are done for on the job training and placements of ITI students. Placement cells are set up in ITIs. Suggestions made to ITIs to track the placement data.
- Separate toilets for male and female candidates, clean drinking water etc. are available in ITIs.



Fire safety equipment's at ITI





Separate Girl's Toilets with sanitation facility

7. Summary of Tracer Study

Under RA1, State Tracer Studies are being carried out and few states have completed the same. National Tracer Study is also underway. The tracer study explores the employment and income status of ITI graduates, labour force participation and employment rate of trainees with gender and social background disaggregation. The summary of findings of two tracer studies is given below:

7.1 Tracer Study Assam

| | |
|---------------------------|--------------------------|
| Universe for tracer study | 18,562 |
| No of respondents | 2,005 |
| Percentage of Female | 11.8% |
| No of ITIs covered | 94 (for sample) |
| Type of it is | Government ITIs |
| No of courses/trades | 43 |
| Academic year | 2018 |
| Cohort | 1 year and 2-year course |

Distribution of sample by category and gender

| | General | Minority | MOBCs | OBCs | SCs | STs | EWS | Total |
|------|----------------|-----------|---------------|-----------------|---------------|---------------|--------------|-----------------|
| Male | 79 (21.53%) | 2 (0.54%) | 11 (3.00%) | 160 (43.60%) | 32 (8.72%) | 23 (6.27%) | 2 (0.54%) | 309 (84.20%) |

| | | | | | | | | |
|--------|----------------|-----------|-----------|-----------------|---------------|---------------|--------------|----------------|
| Female | 16 (4.36%) | 0 (0%) | 2 (0.54%) | 24 (6.54%) | 4 (1.09%) | 12 (3.27%) | 0 (0%) | 58 (15.90%) |
| Total | 95 (25.89%) | 2 (0.54%) | 13 (3.5%) | 184 (50.14%) | 36 (9.81%) | 35 (9.54%) | 2 (0.54%) | 367(100%) |

Present status: Type of employment – Gender wise

| S.No. | Type of employment | Male | Female | Total |
|-------|--|--------------|-------------|--------------|
| 1 | Higher Education/ Lateral Entry in Polytechnic | 36 (9.81%) | 19 (5.18%) | 55 (14.99%) |
| 2 | Neither in employment nor in academics | 141 (38.42%) | 31 (8.45%) | 172 (46.87%) |
| 3 | Apprenticeship | 19 (5.18%) | 2 (0.54%) | 21 (5.72%) |
| 4 | Self- Employed | 18 (4.90%) | 1 (0.27%) | 19 (5.18%) |
| 5 | Partially employed | 11 (3.00%) | 0 (0%) | 11 (3.00%) |
| 6 | Salaried employee | 84 (22.89%) | 5 (1.36%) | 89 (24.25%) |
| | Total | 309 (84.20%) | 58 (15.80%) | 367 (100%) |

Present status: Type of employment – Category wise

| S.No. | Type of employment | General | Minority | MOBCs | OBCs | SCs | STs | EWS | Total |
|-------|--|------------|-----------|------------|--------------|------------|------------|-----------|--------------|
| 1 | Higher Education/ Lateral Entry in Polytechnic | 19 (5.18%) | 0 (0%) | 0 (0%) | 26 (7.08%) | 3 (0.82%) | 6 (1.63%) | 1 (0.27%) | 55 (14.99%) |
| 2 | Neither in employment nor in academics | 35 (9.54%) | 1 (0.27%) | 6 (1.63%) | 97(26.43%) | 15 (4.09%) | 17 (4.63%) | 1 (0.27%) | 172 (46.87%) |
| 3 | Apprenticeship | 5 (1.36%) | 1(0.27%) | 1 (0.27%) | 14 (3.81%) | 0 (0%) | 0 (0%) | 0 (0%) | 21 (5.72%) |
| 4 | Self- Employed | 9 (2.45%) | 0 (0%) | 0 (0%) | 5 (1.36%) | 3(0.82%) | 2 (0.54%) | 0 (0%) | 19 (5.18%) |
| 5 | Partially employed | 3 (0.82%) | 0 (0%) | 1 (0.27%) | 4 (1.09%) | 2 (0.54%) | 1(0.27%) | 0 (0%) | 11 (3.00%) |
| 6 | Salaried employee | 24 (6.54%) | 0 (0%) | 5 (1.36%) | 38 (10.36%) | 13 (3.54%) | 9(2.45%) | 0 (0%) | 89 (24.25%) |
| | Total | 95(25.89%) | 2 (0.54%) | 13 (3.54%) | 184 (50.81%) | 36 (9.81%) | 35 (9.54%) | 2 (0.54%) | 367 (100%) |

Key highlights of Tracer Study, Assam:

- 95.91% candidates were not working before enrollment in ITIs, 75.58% graduates, who were neither employed nor pursuing education, were seeking suitable employment during the survey.
- 45.45% candidates were working in the same sector in which they received the training. 58.60% candidates reported that there were no jobs available related to ITI qualification in their area/ district, 31.85% reported that they were not selected in any job.

- Currently 32.42% candidates are employed (including self-employment). This is an increase of 28.33% from 4.09% candidates having some type of employment before joining ITI.
- The average salary earned by candidates in job or apprenticeship is Rs. 17,340.6 per month.
- The female participation in job or apprenticeship was significantly lower than that of male candidates¹⁷
- Enrolment of female trainees in ITIs was only 16%, employment level was 1.91% and the share of self-employment was 0.27%.

7.2 Tracer Study Maharashtra

| | |
|---------------------------|--------------------------|
| Universe for tracer study | 1,08,005 |
| No of respondents | 25,459 |
| Percentage of Female | 21.2 |
| No of ITIs covered | 34 (for respondents) |
| No of courses/trades | 68 (for total graduates) |
| Academic year | 2019 |
| Cohort | 1year and 2year course |

Distribution of sample by gender

| Gender | Sample Size | Sample size (%) |
|--------------|---------------|-----------------|
| Male | 20,022 | 78.6% |
| Female | 5,403 | 21.2% |
| Other | 34 | 0.02% |
| Total | 25,459 | 100% |

Distribution of sample by Caste Category:

| Category | Sample Size | Sample size (%) |
|-----------------|---------------|-----------------|
| SC | 4,770 | 19% |
| ST | 2,548 | 10% |
| VJNT | 1,999 | 8% |
| OBC | 9,352 | 37% |
| Open and Others | 6,790 | 27% |
| Total | 25,459 | 100% |

Employment Immediately Post-Course Completion

| Employment status | Sample Size | Sample Size (%) |
|----------------------------------|---------------|-----------------|
| Total Engaged Respondents | 14,889 | 58% |

| | | |
|--|--------|------|
| Not employed/ not engaged respondents | 10,570 | 42% |
| Grand Total | 25,459 | 100% |

Detailed Employment Status:

| Details of Employment | Sample Size | Sample size (%) |
|------------------------------------|--------------------|------------------------|
| Apprenticeship | 8,105 | 54% |
| Paid employment – Temporary | 2,326 | 16% |
| Paid employment - Permanent | 1,470 | 10% |
| Self-employment | 1,775 | 12% |
| Higher Education | 1,213 | 8% |
| Total Engaged Respondents | 14,889 | 100% |

Gender Breakup of Employment Currently:

| Details of Current Employment | Female (SS) | Female (%) | Male (SS) | Male (%) | Others (SS) | Other (%) |
|---|--------------------|-------------------|------------------|-----------------|--------------------|------------------|
| Employed/ Engaged | 1846 | 34% | 9064 | 45% | 11 | 32% |
| Unemployed and not engaged at that time | 3557 | 66% | 10958 | 55% | 23 | 68% |

Caste wise current employment status of respondents

| Details of current employment | Total | SC (N) | SC (%) | ST (N) | ST (%) | OBC (N) | OBC (%) | VJNT(N) | VJNT (%) | Open & Other (N) | Open & Other (%) |
|---|--------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|-----------------|-----------------------------|-----------------------------|
| Employed/ Engaged | 12971 | 1806 | 17% | 1033 | 9% | 3979 | 36% | 893 | 8% | 3210 | 29% |
| Unemployed and not engaged at that time | 10921 | 2658 | 20% | 1281 | 10% | 4807 | 37% | 998 | 8% | 3227 | 25% |

Key highlights of Tracer Study, Maharashtra:

- Of 763 unemployed respondents 95% were looking for job. Trades included are Tractor mechanic, Carpenters, Draftsmen, Sewing and Plumber (mostly trades where self-employment is more prevalent).
- Highest contributor to paid employment are trades including Fitter, Electrician, Welder and COPA.
- The employment / engaged rate of female candidates, immediately after course completion is lower (49%) than that of male candidates (55%).
- The findings suggest that Basic Cosmetology, Dress Making, Fashion Design & Technology, Sewing Technology, Surface Ornament Techniques, Stenographer, and IT related trades (including COPA) are very much popular among females.
- The ITI graduates have received paid employment up to INR 25,000 and even more. However, most of the candidates got wage in range of INR 6000 – INR 15000.

8. Way forward

- Roll out the Industrial Safety training module to all STRIVE ITIs
- Conduct gender awareness training for IAs
- Plan visits to select ITIs and ICs for E&S monitoring
- Follow-up with ITIs and SPIUs on issues related to E&S identified through reports and monitoring visits
- E&S and OHS training for newly inducted ITIs and ICs in phase 3
- Work closely with SPIUs to strengthen E&S monitoring