



Directorate General of Training



सत्यमेव जयते
GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT
& ENTREPRENEURSHIP



Skill India
वीरल भाऊ - कुशल भाऊ



Monitoring of Environment and Social Aspects

STRIVE

July to December 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 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 are 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 are essential to ensure that the proposed interventions result in sustainable social and environmental benefits.

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. 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 Fifth report on environment and social aspects of STRIVE program, which covers the progress made by the implementing agencies (IAs) in the period July 2023- December 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 for data collection was circulated to all 500 ITIs under STRIVE project, however for the report preparation, responses from 200 World Bank supported ITIs have been considered. Out of 200 World Bank supported ITIs, 187 ITIs responded to the questionnaire in the current reporting period. The questionnaire captures the 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.
- d. Measures for inclusion of candidates from vulnerable sections including women, SC/ST, and PWD candidates.
- e. OHS for students, instructors, and other staff in ITIs.

ii. Orientation of Implementation Agencies

The questionnaire was circulated online in January 2024 and the IAs were given 4 weeks to complete the questionnaire. Capacity building of IAs was done through online workshops and 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

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For orientation on Industrial Safety, two training sessions were conducted in July and December 2023 respectively for Nodal Officers from SPIU, ITI and ICs in collaboration with IGNITE. Apart from this, a gender awareness workshop was also conducted in collaboration with UNWOMEN in December 2023. Participants from Odisha, Telangana, Tamil Nadu, Pondicherry, and Kerala attended these workshops. Further, nine regional workshops were conducted in January and February 2024 through VC for capacity building of E&S Nodal officers of SPIUs from all States/UTs and ITIs and OHS Nodal officers of ICs. In these workshops, States/UTs were also asked to make presentation on the status of work done on E&S Aspects. Total 523 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:

Workshop Date	Workshop details and participants	No. of Participants
26 th July 2023	Orientation workshop for Pilot on Industrial Safety with IGNITE for Odisha and Telangana	76 (15F, 61M)
1 st December 2023	Orientation workshop for Pilot Training on Industrial Safety with IGNITE and Gender Awareness Training for States of Tamil Nadu, Pondicherry, and Kerala	111 (26F,85M)
23 rd January 2024	E&S refresher training for SPIU representatives	99 (26F, 73M)
31 st January 2024	E&S training and review (1) with SPIU and ITI Nodal Officers from Andhra Pradesh, Assam, Bihar	15 (4F,11M)
31 st January 2024	E&S training and review (2) with SPIU and ITI Nodal Officers from Chhattisgarh, Gujarat, Haryana, Punjab	61 (15F, 46M)
01 st February 2024	E&S training and review (3) with SPIU and ITI Nodal Officers from Himachal Pradesh, Karnataka, Kerala, Andaman and Nicobar Islands	22 (6F,12M)
01 st February 2024	E&S training and review (4) with SPIU and ITI Nodal Officers from Maharashtra, Meghalaya, Odisha, Delhi,	37 (8F, 29M)
02 nd February 2024	E&S training and review (5) with SPIU and ITI Nodal Officers from Tamil Nadu, Telangana, Tripura,	45 (16F, 29M)
02 nd February 2024	E&S training and review (6) with SPIU and ITI Nodal Officers from Uttar Pradesh, Uttarakhand, West Bengal, Jharkhand, Goa	44 (8F,36M)
05 th February 2024	E&S training and review (7) with SPIU and ITI Nodal Officers from Manipur, Mizoram, Nagaland, Sikkim, Arunachal Pradesh	23 (7F,16M)
05 th February 2024	E&S training and review (8) with SPIU and ITI Nodal Officers from Madhya Pradesh, Rajasthan, Chandigarh, Jammu and Kashmir, Puducherry	21 (6F,15M)

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.	<p>Completed</p> <ul style="list-style-type: none"> The ISPs include the plan for inclusion of vulnerable groups. This is supplemented by an Inclusion Strategy by ITIs Progress is regularly tracked through enrollment data and reporting is done through bi-annual E&S report <p>Evidence to showcase completion: Following are enclosed as evidence:</p> <ul style="list-style-type: none"> Sample ISP-PBG Sample Social Action Plan with Inclusion strategy Enrollment data analysis for socially vulnerable groups
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>Completed</p> <p>Evidence to showcase completion:</p> <ul style="list-style-type: none"> Gender Study Report PPT shared with States for report circulation
<p>MIS Develop a system to disaggregate data pertaining to SCs, STs, OBCs, women,</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.	<p>Completed</p> <ul style="list-style-type: none"> ToR for tracer study includes requirement for disaggregated data.

Action	Who Will Do	Timeline	Completion Measurement	Status Update
<p>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"> The NCVT portal collects disaggregated data (except for minorities). Same is reported through bi-annual E&S Reports <p>Evidence to showcase completion:</p> <ul style="list-style-type: none"> Tracer Study Guidance shared with States (section 2. Point V) Sample Tracer Study Report of Telangana Enrollment data analysis for socially vulnerable groups (same as against PAP1) Link for tracer study reports and ToR for National Tracer Study: stsr Directorate General of Training (dgt.gov.in) Approved ToRs.pdf (dgt.gov.in)
<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</p>	<p>Completed.</p> <ul style="list-style-type: none"> E&S Nodal Officers appointed at all ITIs. E&S Nodal Officers appointed in all States 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

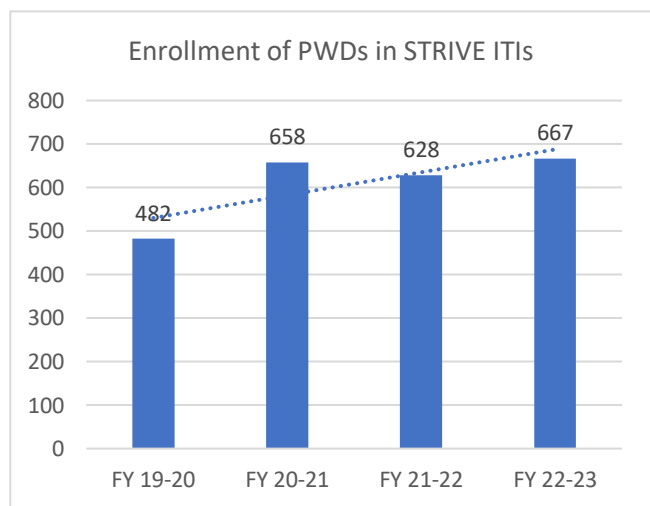
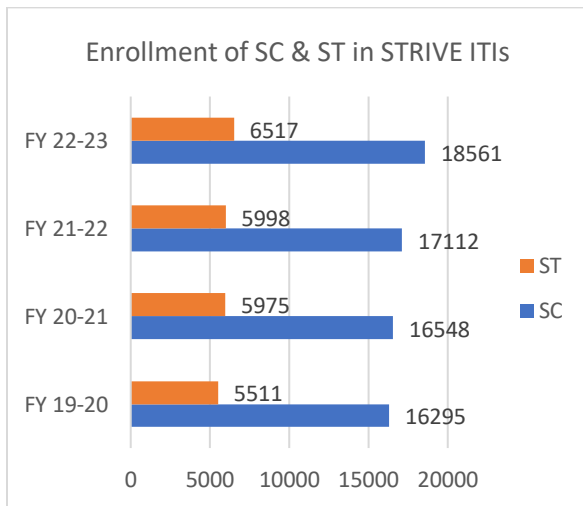
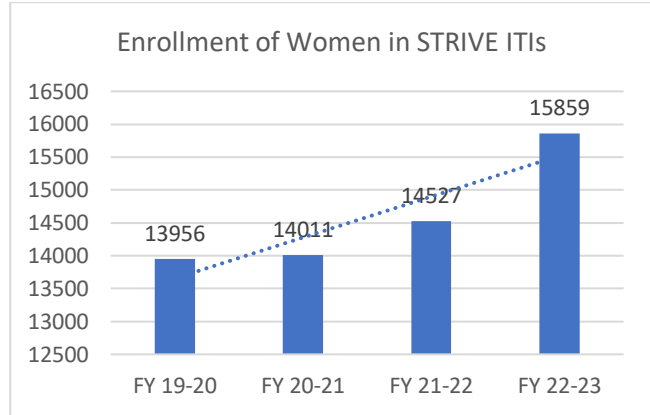
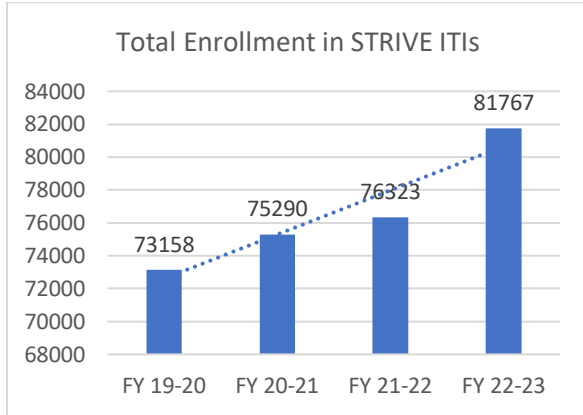
Action	Who Will Do	Timeline	Completion Measurement	Status Update
			<p>water supply; and taking due care to monitor these aspects. A nodal person shall also be designated at the Directorate level for environmental monitoring to ensure compliance to system established in each ITI. Existing national and 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>supply are being taken care and monitored regularly.</p> <ul style="list-style-type: none"> - 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&S reports. <p>Evidence to showcase completion:</p> <ul style="list-style-type: none"> - List of Nodal Officers updated and shared (updated list attached) - E&S Aspects advisory sent to States
<p>Students aware of and practice good safety norms in ITI</p>	<ul style="list-style-type: none"> • ITIs • State Directorates 	<p>Start with first semester of each course, and repeat appreciation course every 6 months</p>	<p>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>	<p>Completed.</p> <ul style="list-style-type: none"> • The semester system in ITI training was replaced by a yearly system in the year 2019. • 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. • The content includes various aspects of occupational health and safety

Action	Who Will Do	Timeline	Completion Measurement	Status Update
				including safe disposal of hazardous waste. <ul style="list-style-type: none"> 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. Evidence to showcase completion: <ul style="list-style-type: none"> Revised note on OHS content in CTS training Email sent to States/UTs on Industrial Safety Training Advisory (reference to the OHS part) Photographs from ITIs
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.	Completed. <ul style="list-style-type: none"> OHS training is a mandatory part of training in ICs. Measures taken to ensure are same as mentioned in the response above Report on OHS and Waste Management from ICs has been shared with WB Evidence to showcase completion: Report on OHS and waste management in ICs

**The PAP update along with all evidence mentioned in this table have been submitted through email.*

4. New 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.



- The total enrollment in STRIVE ITIs in 2022-23 increased by 7% from previous year’s enrollment
- Enrollment of women in STRIVE ITIs increased by 9% from previous year’s enrollment
- Enrollment of SC and ST candidates in STRIVE ITIs increased by 9% and 8% respectively in year 2022 from previous year’s enrollment
- Enrollment of Persons with Disability in STRIVE ITIs increased by 6% in year 2022 from previous year’s enrollment

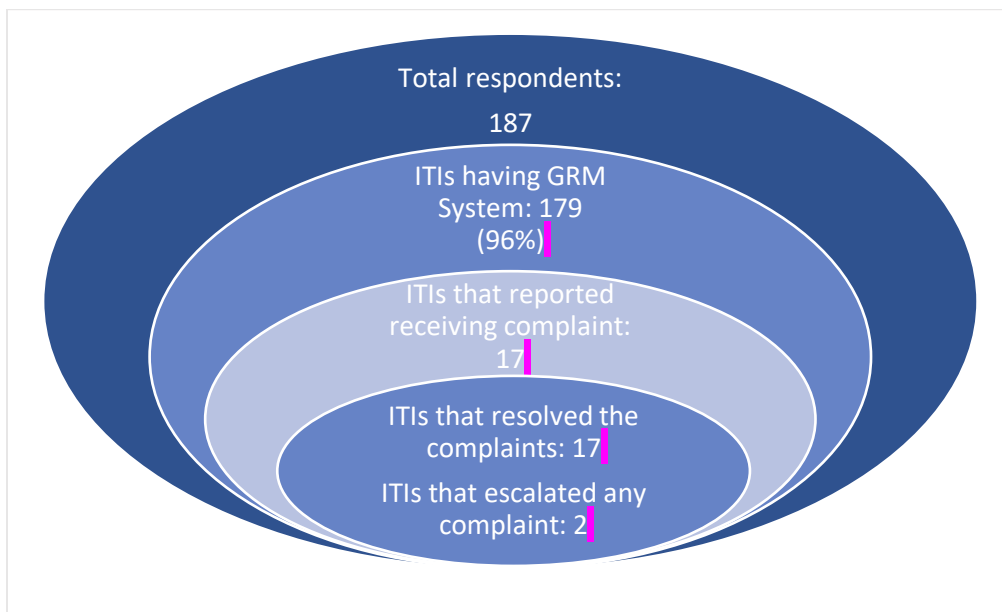
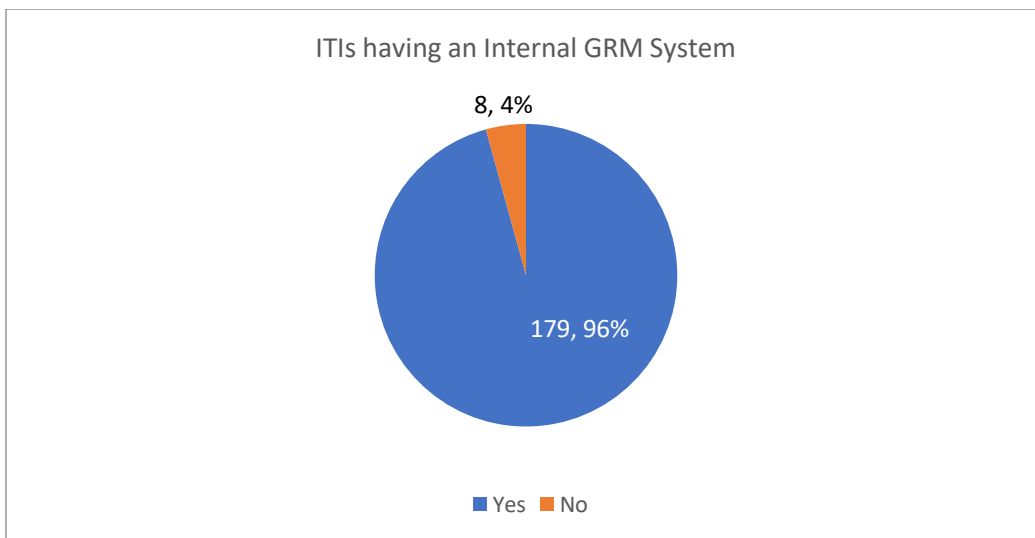
5. Updates on ESS Aspects in ITIs

i. Response to questionnaire on E&S from ITIs

Among the 200 World Bank supported STRIVE ITIs, 187 responded to the questionnaire on E&S for the period July to December 2023. The analysis is based on responses of these 187 ITIs.

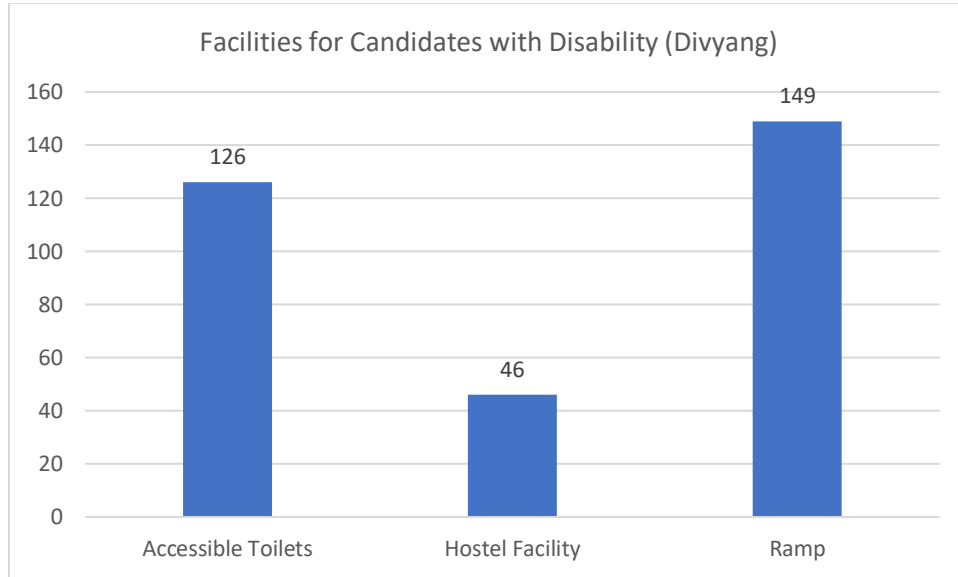
ii. Grievance Redressal Mechanism (GRM)

An online GRM system is managed at the NPIU level for any procurement or E&S related complaints. In the reporting period of July – December 2023, no new complaints were registered in the online GRM. In addition, during the workshop, all STRIVE ITIs were also asked to report about availability of internal GRM, complaints received, and resolution provided. Out of 187 ITIs that responded to the questionnaire, 179 ITIs confirmed having internal GRM system with a Grievance Redressal Officer. ITIs not having internal GRM system were advised to create the same. Total 17 ITIs reported that they received complaints and resolved the same. As reported by ITIs, all the complaints received were of general nature e.g., requirement of correction in candidate profile. 2 ITIs shared that they received requests for upgrading the lady’s washroom/ handwash facility. This was escalated to higher authorities for approvals and creation of such facilities. Data about availability of GRM and complaints received / resolved is given in the charts below:



iii. Appropriate infrastructure for PwD candidates

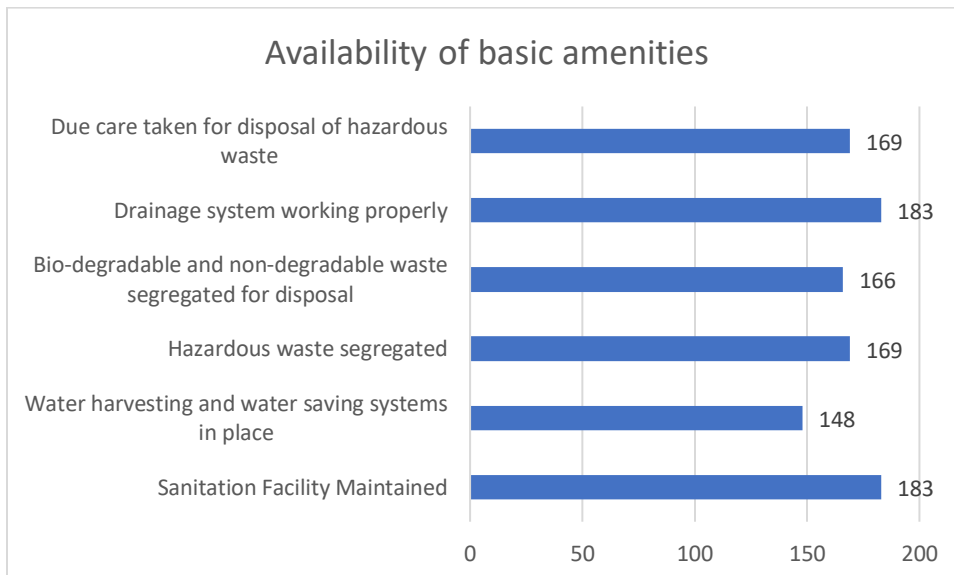
To provide a barrier free environment to People with Disability (PwD) and to enable them to join ITIs, various facilities are created by ITIs including ramps, accessible toilets, hostel facilities etc. Number of ITIs, which have confirmed the availability of these facility is indicated in the chart below:



There are 108 ITIs which have both ramp and accessible toilets available for divyang candidates.

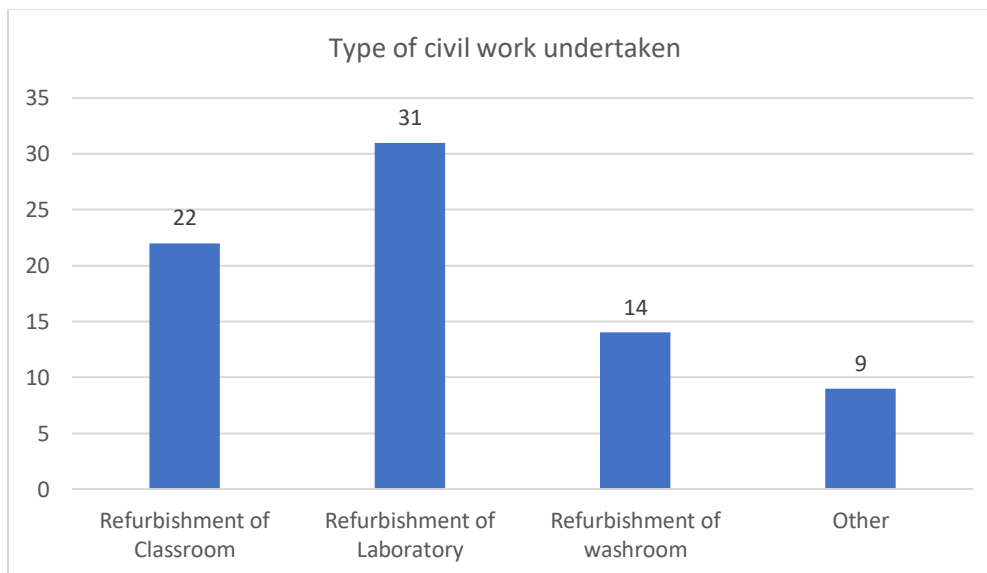
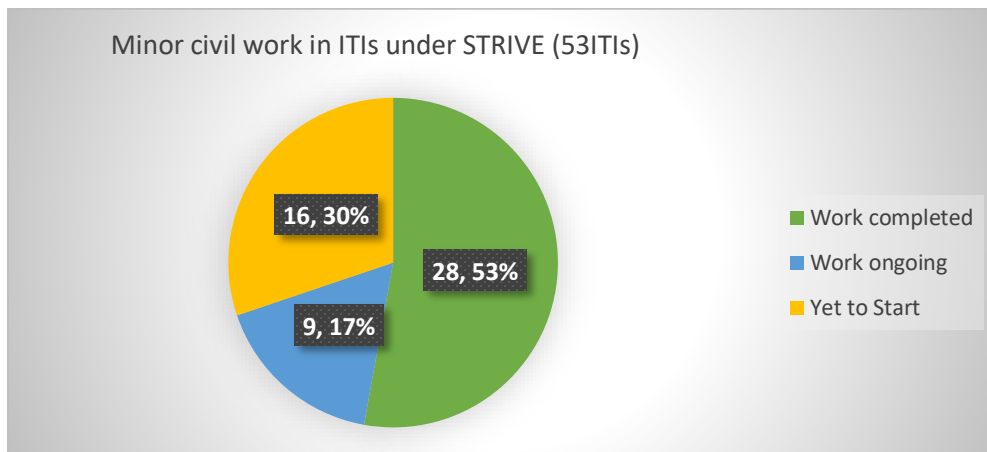
iv. Availability of basic amenities

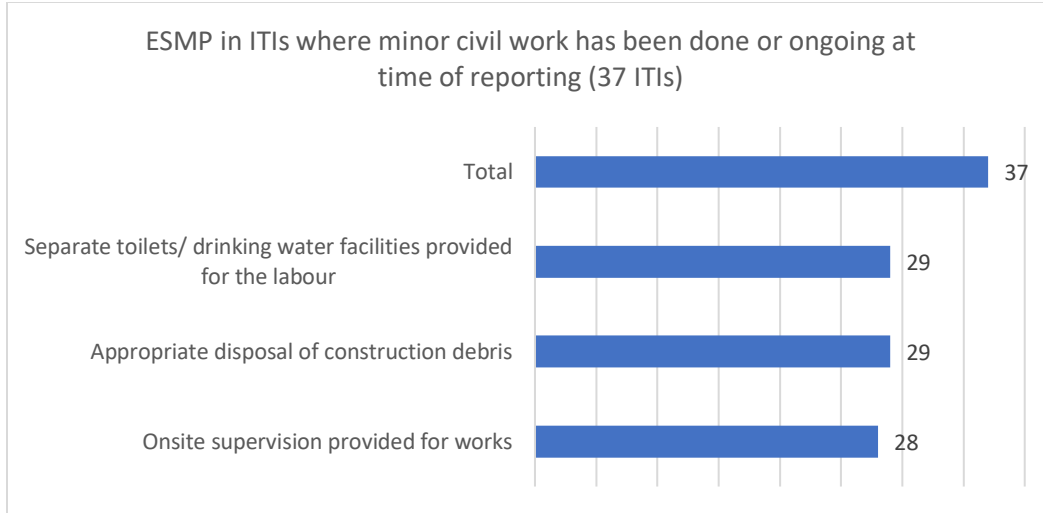
Availability of basic amenities related to water saving, water harvesting, sanitation and waste management is crucial for environmental management in ITIs. Maximum number of ITIs have reported about maintaining sanitation facility and having functional drainage system. Number of ITIs which have confirmed 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 as per programme guidelines, however, minor civil works are allowed and many ITIs have planned 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. In current reporting cycle, 53 ITIs had proposed minor civil work, out of which work was completed in 28 ITIs at the time of reporting. 9 ITIs had ongoing work, while 16 ITIs were yet to start the civil work.





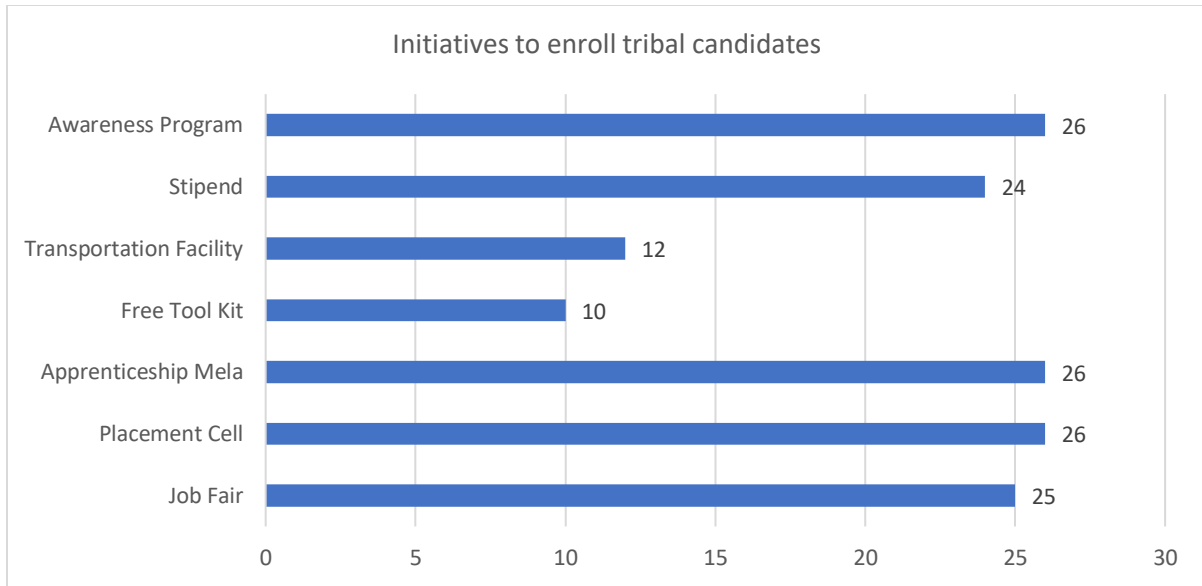
Out of 37 ITIs which had minor civil work, 28 reported to have designated person for onsite supervision, 29 reported appropriate disposal of construction debris, 29 reported providing separate drinking water facilities/ toilets for workers.

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 OHS measures taken by the 37 ITIs which have reported minor civil work completed or ongoing is attached in Annexure 1.

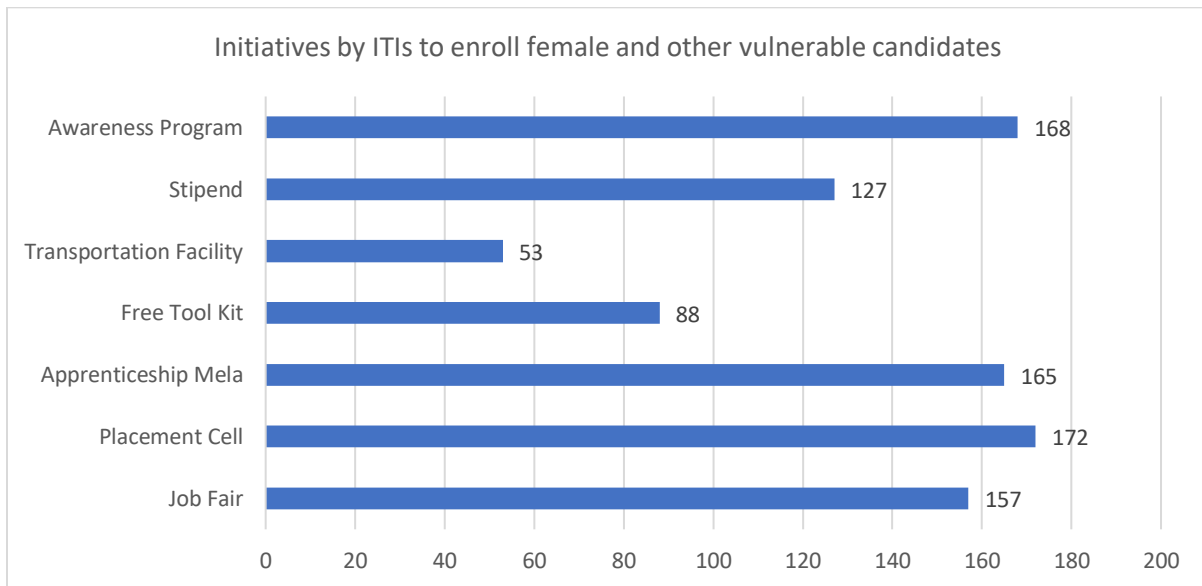
vii. ITIs in the tribal area/LWE areas

Among the 187 respondent ITIs, 27 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. As a result, there is an increase in enrollment of SC and ST trainees (refer to enrollment chart in Section 4).



viii. 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 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 below:



ix. Environmental and Social best practices

All respondents have confirmed to have taken up one or more initiatives to promote 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:



**Andhra Pradesh:
Safety equipment procured with STRIVE funds & Safety Training given at ITIs**



**Andhra Pradesh:
Gender sensitization and awareness training**





Gujarat: Fire safety training at ITI Bardoli (above) and ITI Chikhali (Below)



**Maharashtra:
Recruitment Drive for Apprenticeship and Job Placement at ITI Gondia**



Maharashtra:
On Job Training for Girls at ITI Nagpur



Punjab:
Fire Safety Training and Safety Education Drill



Karnataka: Health and Safety Programs



**Haryana:
Placement Drive for Female Trainees – Kalka ITI**

6. E&S Monitoring Visits

Visits to ITIs were conducted to review the progress under STRIVE including E&S aspects. These visits were done by the NPIU and PMC team members in the states of West Bengal, Haryana, Punjab, Kerala, Karnataka, Odisha, and Maharashtra in the months of July - October 2023. Visit details and key observations from the visits are given below:

Date	Name of ITI visited	Visit by	Key observations
19 th July 2023	Govt Industrial Training Institute, Gariahat, Kolkata, West Bengal	Hemant Ganjare, Director I/c, STRIVE Project Rajesh Meena, DD, STRIVE Project Jayant Srivastava, PMC Sanjay Kumar Gupta, PMC	<ul style="list-style-type: none"> OHS is an integral part of the ITI curriculum and training on OHS is done as per curriculum. 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. Segregation of waste and proper disposal is done as per norms. Lack of functional rainwater harvesting. Grievance redressal mechanism is in place in ITIs. Complaint register/ complaint box/ email id for registering grievance is provided.

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			<ul style="list-style-type: none"> Industry tie-ups are done for on the job training and placements of ITI students.
19 th July 2023	Govt Industrial Training Institute, Tollyganj, Kolkata, West Bengal	Hemant Ganjare, Director I/c, STRIVE Project Rajesh Meena, DD, STRIVE Project Jayant Srivastava, PMC Sanjay Kumar Gupta, PMC	<ul style="list-style-type: none"> 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 or sometimes by the empaneled CSR companies supporting various industry supported labs in the campus. ITIs have improved OHS by purchase of safety equipment under STRIVE e.g., gloves, safety glasses (welding), fire extinguishers etc. Gloves were available in the lab for use; however, few trainees were not using the gloves. ITI was advised to improve usage of safety equipment. 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. Industry tie-ups are done for on the job training and placements of ITI students. Industry who has set up their labs in the campus are following - Auto body repair by Maruti Suzuki, Royal Enfield, welder workshop by GRSE limited etc. ITIs was also having the placement data however robust system to be developed to track the transition of trainee till a year. For social inclusion, they organize awareness camp/workshop, stipend to female candidates along with SC/ST candidates. For increasing girls' enrolment, they also conduct counselling to girls' schools, organize women's meet etc. Ramps and lifts are available for PwD candidates.
24 th August 2023	Government Industrial Training Institute, Chhackai, Kerala	Hemant Ganjare, Director I/c, STRIVE Project Rajesh Meena, DD, STRIVE Project Jayant Srivastava, PMC	<ul style="list-style-type: none"> Drinking water and clean washrooms available for girls and boys Fire extinguisher and First aid box available at the appropriate location Grievance box displayed at the reception. Proper water harvesting system available. Few portions of the building were installed with Solar power.

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		Sanjay Kumar Gupta, PMC	<ul style="list-style-type: none"> • Display of emergency exit, emergency contact details were missing.
24 th August 2023	Government Industrial Training Institute, Kalamessary, Kerala	Hemant Ganjare, Director I/c, STRIVE Project Rajesh Meena, DD, STRIVE Project Jayant Srivastava, PMC Sanjay Kumar Gupta, PMC	<ul style="list-style-type: none"> • Drinking water and clean washrooms available for girls and boys • Fire extinguisher and First aid box available at the appropriate location • Grievance box displayed at the reception. • Proper water harvesting system available. • Solar panels installed.
8 th August 2023	Government Industrial Training Institute, Mysuru, Karnataka	Hemant Ganjare, Director I/c, STRIVE Project Rajesh Meena, DD, STRIVE Project Mrityunjay Arya, PMC Prasun Jain, PMC	<ul style="list-style-type: none"> • ITI has conducted some awareness programmes on fire safety, accidental insurance policy, anti-tobacco awareness, health awareness, mental health etc. • ITI also conducts other activities such as blood donation camps, apprenticeship mela, campus Interviews, personality development workshops etc. • ITI has made provisions for separate toilets for male and female candidates including installation of water purifier/ cooler, first aid box, fire extinguishers, safety lockers and safety equipment such as glasses, helmets, boots etc. at the ITI premise. • ITI has placed separate bins for hazardous/ non-hazardous and bio-degradable waste and non-degradable waste. • Rainwater harvesting system is installed at the ITI premise. • ITI has placed a complaint box to address grievances at the ITI premise. • ITI has enrolled 688 candidates (663 male and 25 female) out of which 351 candidates are from SC/ ST community and 01 candidate is physically challenged. • ITI has signed MoUs/ contracts with Industries for on-the-job training and placements of ITI students.

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11 th August 2023	Govt Industrial Training Institute, Panchkula, Haryana	Natrajan Iyer Sridhar, AD, STRIVE Project Jayant Srivastava, PMC Aparna Dass, PMC	<ul style="list-style-type: none"> • 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. • ITI conducted awareness programmes on fire safety, health awareness, etc. • Signages for emergency exit, emergency contact numbers etc. were displayed at reception. • 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 etc. • Separate toilets for male and female candidates, clean drinking water etc. are available in ITI.
6 th October 2023	Govt Industrial Training Institute, Bhubaneswar, Odisha	Hemant Ganjare, Director I/c, STRIVE Project Rajesh Meena, DD, STRIVE Project Saanvi Vashishth, PMC Mrityunjay Arya, PMC	<ul style="list-style-type: none"> • New initiatives taken to increase both total and female enrollment. • MoUs signed with Industries & Establishments to increase On-the-Job Training (OJT), the result is evident as the same is increasing. • Four New generation trades introduced after STRIVE intervention.
10 th October 2023	Govt Industrial Training Institute, Nagpur, Maharashtra	Hemant Ganjare, Director I/c, STRIVE Project Jayant Srivastava, PMC Aparna Dass, PMC Pallavi Supriya, PMC	<ul style="list-style-type: none"> • Training programmes arranged on fire safety training by Fire Department. • Posters on safety were displayed at the ITI. • ITIs conducted awareness programmes on fire safety, accidental insurance policy, anti-tobacco awareness, health awareness, mental health etc. • Segregation of waste and proper disposal is done. • Grievance redressal mechanism is in place in ITIs. Complaint register and 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.

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			<ul style="list-style-type: none"> • Separate toilets for male and female candidates, clean drinking water etc. are available in ITIs. • 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.
11 th October 2023	Govt Industrial Training Institute, Butibori, Nagpur, Maharashtra	Hemant Ganjare, Director I/c, STRIVE Project Jayant Srivastava, PMC Aparna Dass, PMC Pallavi Supriya, PMC	<ul style="list-style-type: none"> • Posters on safety were displayed at ITI Nagpur and ITI Butibori • ITIs conducted awareness programmes on fire safety, accidental insurance policy, anti-tobacco awareness, health awareness, mental health etc. • Segregation of waste and proper disposal is done as per norms. • Grievance redressal mechanism is in place in ITIs. Complaint register 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. • Clean drinking water, clean washrooms equipped with sanitary napkin vending machine and incinerator is available in the ITI.

Summary of key observation made during the ITI Visits:

- E&S Nodal Officers are appointed in all 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, it was suggested that the use of safety equipment in workshop should be improved in practice.
- Posters on safety were displayed at ITI Nagpur and ITI Butibori
- 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 were suggested to put appropriate signages.
- Segregation of waste and proper disposal was 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 have been done for on the job training and placements of ITI students. Placement cells were set up in ITIs. Suggestions were made to track the placement data.
- Facilities like separate toilets for male and female candidates, clean drinking water etc. were available in ITIs.

Annexure – 1**OHS Measures taken by ITIs in case of minor civil work**

S.No.	ITI Name	OHS Measures
1	GU06000028 GITI Women Kaithal Haryana	Minor civil work completed for the refurbishment of classrooms, and washrooms. Onsite supervision provided for works. Construction debris disposed properly.
2	GR06000092 Govt. ITI Bhaproda, Jhajjar Haryana	Minor civil work ongoing 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.
3	GR24000413 ITI Bardoli, Surat Gujarat	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. Following measures were taken to ensure OHS for Students, Staff and Workers: Ensured that no hazardous waste produced. Provided mask and safety equipment for workers. Students and staff not allowed in construction area.
4	GR02000033 Govt. ITI (Women) Nalagarh, Solan Himachal Pradesh	Minor civil work completed. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour.
5	GU24000420 ITI VALOD, TAPI Gujarat	Minor civil work completed. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour.
6	GU02000031 Govt. ITI Kullu Himachal Pradesh	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.
7	GU29000428 GOVT ITI UDUPI, Karnataka	Minor civil work ongoing 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.
8	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.
9	GR02000107 Govt. ITI Jubbal Shimla 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. The construction

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		work was done through contractor who was registered with HPPWD Department. There was no hazardous waste obtained during this construction/repair work. The construction debris was disposed of at suitable location and as per the rule/guidelines of pollution control board. A committee of the officials of this institute was framed, and suitable safety measure was taken during the civil work.
10	GU29000045 GOVT. ITI (MEN), BELAGAVI Karnataka	Minor civil work is ongoing for refurbishment of washrooms Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour.
11	GU29000053 Govt ITI Mysuru Karnataka	Minor civil work is ongoing for refurbishment of washrooms Onsite supervision provided for works. Construction agency is taking care of all health and safety aspects according to the guidelines.
12	GR29000925 Govt ITI Beguru Chamarajanagar Karnataka	Minor civil work is ongoing 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.
13	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
14	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.
15	GR32000246 GOVERNMENT ITI ATTINGAL THIRUVANANTHAPURAM Kerala	Minor civil work completed for refurbishment of laboratories. On site supervision provided for civil works through civil work monitoring committee of ITI . Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. Hazardous wastes were disposed by effluent treatment and chemical settlement process. Construction debris disposed by the contractor as per our terms and conditions of civil works

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		contract. OHS trainings and awareness programs were conducted for students, teachers, and other staffs of ITI in regular intervals. OHS posters placed in workshops and ITI buildings. All workshops and ITI buildings were equipped with fire extinguishers. In all practical workshops provided PPE for trainees and staff.
16	GR06000059 Govt. ITI BARARA Ambala Haryana	Minor civil work is ongoing. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. Govt norms followed for Safety and Health aspects. No Hazardous waste generated during civil work. Fire training provided to all teachers and students.
17	GU32000310 GOVT. ITI (W) KOLLAM 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. A supervisor in charge from the company is regularly deputed to oversee the construction activities in the site. The members from the civil works monitoring committee are regularly inspecting the sites to ensure the activities are carried out in proper manner. Till now there are no hazardous wastes deposited in the campus. The contractors are given prior information to take out the debris from the campus premises after the works are carried out. Usable construction materials (bricks, rubble) are reused again for minor construction activities. Workshop on occupational health safety has been conducted for the trainees by the Department of factories & boilers. Fire & safety awareness classes were conducted by the Fire & Safety department. Also, a first aid safety awareness class was conducted for all staff members by International Institute of Fire and Safety, Kottayam. Electrical safety awareness class was conducted for the trainees by Kerala State Electricity Board.
18	GR27000010 Govt. ITI Nanded Maharashtra	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. Daily basis biodegradable waste disposed through Government authorized vendor. Safety training sessions conducted for students and staff.
19	GR06000088 Govt. ITI, Sadhaura Yamuna Nagar Haryana	Minor civil work completed for refurbishment of classrooms. Onsite supervision provided for works. As of now, there is no construction work is undergoing in the institute. First Aid Boxes are placed at various places to meet any medical and emergency of the staff and students.
20	GU06000081 Govt. ITI, Kalka at Bitna Panchkula	Minor civil work completed. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour.

	Haryana	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.
21	GR27000063 GOVT ITI DINDORI, Nashik, Maharashtra	Minor civil work completed for refurbishment of laboratories. Waste segregated and disposed separately through Government authorized vendors.
22	GR32000238 GOVT ITI KOZHIKODE Kerala	Minor civil work completed. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour. Cautionary signs were put up. Barricading done around area under constructions. Hazardous waste was properly disposed. Construction debris were disposed safely.
23	GR19000211 Government ITI Bhatar Purba, Bardhaman West Bengal	Minor civil work completed. 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.
24	GR27000012 ITI Akola 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. Applicable safety equipment provided to labors. No hazardous waste generated. The constructions debris disposed by contractor. Health and safety awareness programmes conducted for all by the institute. Safety equipment provided to students while working in workshops.
25	GR19000159 Manbazar Govt. ITI Purulia, West Bengal	Minor civil work completed. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and drinking water facility provided to labour.
26	GU27000078 Govt. ITI Wardha Maharashtra	Minor civil work completed. 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.
27	GR32000236 GOVT ITI MALAMPUZHA PALAKK AD 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

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		contractor and properly disposed. PPE kit provided to trainees and trainers.
28	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.
29	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.
30	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.
31	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.
32	GU18000022 Govt. ITI for Women Guwahati Kamrup (Metro) Assam	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 the hazardous waste has been disposed appropriately and all the construction debris has been disposed through the municipal agency. Construction site has been covered by synthetic net so that no dust and other material can come out. All the construction workers maintained the minimum safety of the workplace and clean all the hazardous, debris and other waste regularly.
33	GR10000041 ITI DIGHA GHAT Patna Bihar	Minor civil work ongoing 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.
34	GU27000151 Govt. I.T.I. (Women), Nagpur	Minor civil work completed for refurbishment of classrooms and laboratories. Onsite supervision provided for works. Construction debris disposed properly. Separate toilet and

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	Maharashtra	drinking water facility provided to labour. Appropriate measures taken for ensuring OHS.
35	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.
36	GR21000502 Gopabandhu Govt. ITI Ambaguda Koraput Odisha	Minor civil work ongoing 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.
37	GR27000019 ITI Karad Satara Maharashtra	Minor civil work completed for refurbishment of laboratory. We made an Electrical lab from wood & steel. The waste of work submitted to store department as scrap.