



# Social Monitoring Report

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Project Number: 53277-002

Semestral Report: August 2022 – January 2023

May 2023

## India: Assam Skill University Project

Prepared by Skill, Employment and Entrepreneurship Department (SEED) Government of Assam

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**Asian Development Bank**

# **Semi-Annual Social Monitoring Report (SSMR)**

**Executing Agency: Skill, Employment and Entrepreneurship Department (SEED)  
Government of Assam**

**IND: Assam Skill University Project, Loan No.:4166 IND, Project Number:53277 - 002**

**Reporting Period August, 2022 - January, 2023**



**Asian Development Bank**

## **ABBREVIATIONS**

ASU : Assam Skill University  
SEED : Skill, Employment and Entrepreneurship Department  
GoA : Government of Assam  
ADB : Asian Development Bank  
NSQF : National Skills Qualification Framework  
TVET : Technical and Vocational Education and Training  
R&D : Research and Development  
EA : Executing Agency  
IA : Implementing Agency  
ASDM : Assam Skill Development Mission  
PMU : Project Management Unit  
IPP : Indigenous People's Plan  
ASUP : Assam Skill University Project  
SPS : Safeguard Policy Statement  
IP : Indigenous People  
IR : Involuntary Resettlement  
GRM : Grievance Redress Mechanism  
PSC : Project Steering Committee  
PD : Project Director  
CSQA : Construction Supervision and Quality Assurance  
PMC : Project Management Consultant  
GoI : Government of India

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## **1. Introduction**

The project will assist the Government of Assam in strengthening its skills education and training system to ensure decent employment for all and accelerate sustainable and inclusive infrastructure and industrial development. It will create pathways for skills progression and mobility between technical and vocational education and training (TVET) and higher education through the establishment of a skill university, and will raise skill levels to enhance the productivity and competitiveness of industries in Assam. The project will enhance skills and employability of youth and adults, especially women and those from disadvantaged groups, and improve their prospect of getting higher-paying, decent jobs. The project will form part of the strategic engagement of the Asian Development Bank (ADB) with the Government of Assam for economic corridor development, environmental sustainability, and climate change.

The project is aligned with the following impacts: decent employment for all ensured and inclusive of sustainable infrastructure and industrial development accelerated. The project will have the following outcome: industry-aligned and flexible skills education and training system strengthened in Assam. The project will have five outputs.

**Output 1: University management and operating systems, business models, and faculty development and management systems developed.** For sustainable operation of ASU, the project will support the development of ASU's (i) management and operating systems; (ii) leadership and management skills; (iii) student service systems and programs; (iv) business and financial models for skills education and training programs, applied R&D, and other services; (v) faculty recruitment, professional development, and performance appraisal and incentive systems; and (vi) digital campus platform, including systems for building and facility management; teaching and learning management; labor market intelligence; technology- enabled learning (e.g., simulation, augmented reality, and virtual reality); and online education. A framework of credits and pathways for skills education and training programs, including the recognition of prior learning, will be developed. Strategies to recruit, support, and retain female students, faculty, and staff, as well as those from disadvantaged groups, will also be prepared.

**Output 2: Environmentally sustainable and climate-resilient university campus and facilities developed.** The project will support the design and construction of environmentally sustainable and climate-resilient ASU campus and facilities equipped

with state-of-the-art technologies. ASU campus and facilities will comply with green building standards and adopt energy- and water-saving systems and climate adaptation measures. A sustainable campus and facility management strategy will be developed to reduce emissions and enhance energy efficiency. Features to address the needs of females and disadvantaged groups will be incorporated in the design of the ASU campus and facilities. The campus will open in 2024.

**Output 3: Industry-aligned and flexible skills education and training programs designed and delivered.** The project will support, in collaboration with internationally and nationally renowned institutions and industries, the establishment of skills education and training programs at NSQF level 4 and above (certificate, diploma, advance diploma, bachelor of vocation degree, post-graduate diploma, master of vocation degree, and doctor of philosophy degree) at ASU for dropouts and graduates from senior secondary education, ITIs, polytechnics, engineering colleges, and universities, as well as professionals and working age population. These programs will integrate modules on environmental sustainability and climate change, and entrepreneurship. The delivery of skills education and training programs will start in 2023, ahead of the ASU campus opening, using online and off-campus modalities. The project will also support the development of (i) career development programs and services, including those for female students and those from disadvantaged backgrounds; (ii) programs to develop soft skills such as communication and collaboration, and foreign language skills; and (iii) continuing education programs, including micro and alternative credential programs and customized programs for industry partners.

**Output 4: Capacity to manage and support entrepreneurship, applied research and development, and technology transfer developed.** The project will support the establishment of a faculty of entrepreneurship and innovation, which will (i) develop and manage networks of industry partners, alumni, business support, and funding organizations through an office of industry engagement and commercial ventures; (ii) provide support for the other faculties to deliver entrepreneurship education and support; (iii) manage incubator facilities and programs; manage joint and contract R&D, consultancy, and technology transfer for industry partners; and (v) provide support for the other faculties to develop, manage, and operate R&D facilities. A digital platform for entrepreneurship education and support, applied R&D projects, and technology transfer

will be developed. Feasibility studies for the establishment of industry- specific technology services, R&D, testing, and certification facilities in collaboration with industry and other institutions to promote digital and green transformation will also be supported.

**Output 5: Access to professional development and quality skills education and training resources improved.** Drawing on the systems, resources, and networks developed across different faculties at ASU, the project will support ASU to establish itself as a hub for (i) professional development and quality skills education and training resources for trainers and faculty of ITIs and polytechnics, and (ii) partnerships with TVET and higher education institutions in neighboring countries (e.g., Bangladesh, Bhutan, and Nepal). The project will support the establishment of a faculty of curriculum and faculty development, which will (i) conduct research on instruction, training, curricula, and assessment; (ii) support professional development of ASU's faculty and staff; (iii) deliver pre- and in-service training programs for trainers and faculty of ITIs and polytechnics; and (iv) disseminate state-of-the-art curricula, instructional and assessment strategies and approaches, and training materials. A digital platform to manage professional development of trainers and faculty of ITIs and polytechnics will be developed. Further, the project will assist ASU in forming partnerships with TVET and higher education institutions in neighboring countries and developing skills education and training programs for common strategic industries, leveraging ASU's locational advantage at the center of various regional cooperation programs. The Skill, Employment and Entrepreneurship Department (SEED) of the Government of Assam (GoA) will be the executing agency (EA) and Assam Skill Development Mission (ASDM) will be the implementing agency (IA) of the project. ASDM has established a project management unit (PMU) to carry out day-to-day project management activities.

**A Civil works packages:**

Proposed civil work will be undertaken in ASUP for two packages which includes: (i) Land preparation and construction of boundary wall; (ii) Detailed design and construction of ASU campus and allied facilities.

**B. Objective of Semi-annual Monitoring**

The general objective of this Semi-annual Monitoring Report is to present the progress on safeguard measures and implementation in the project for the period August 2022- January 2023.

## 2. Description of Project Area:

The proposed ASU site is located in Gerimari Chapori village under Mangaldai Sub-division in Darrang district of Assam. It is located about 74 kilometers east of Guwahati, and falling within 25 kilometers of National Highway 27 connecting Guwahati with other major cities in Assam.

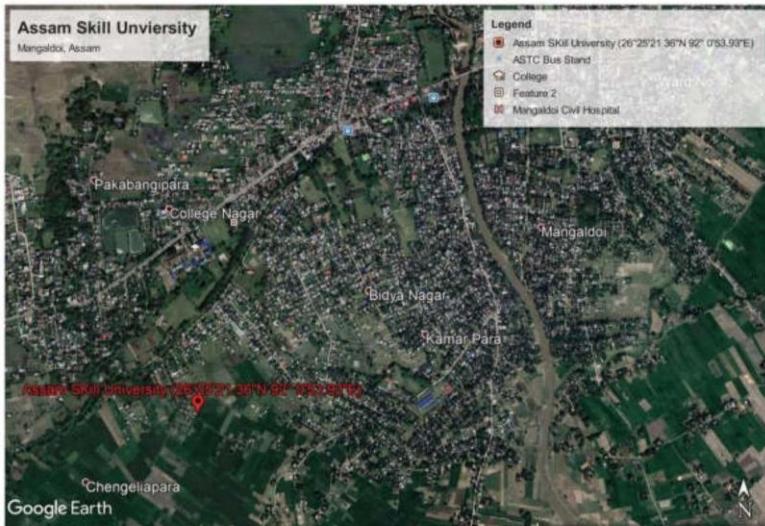
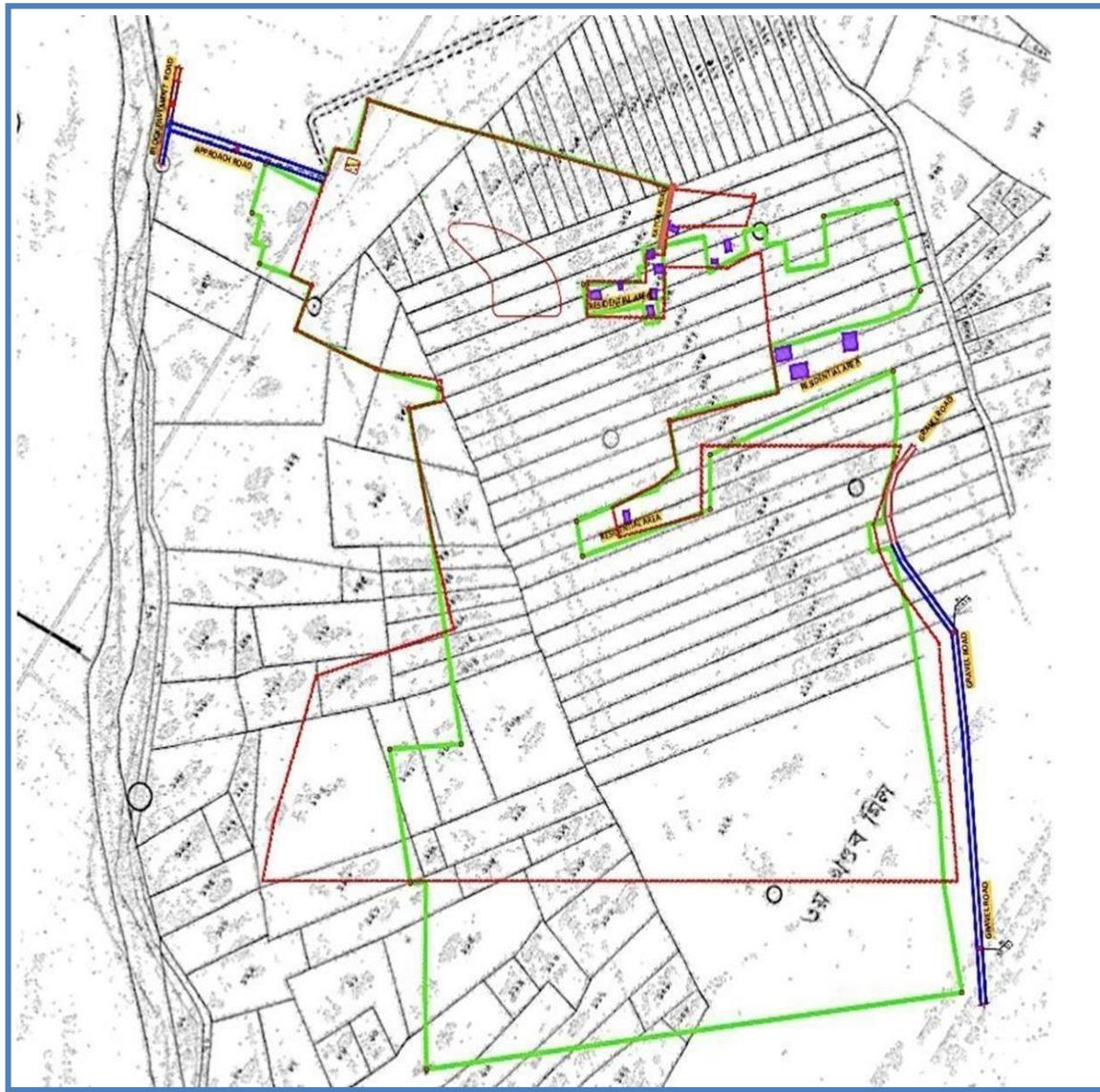


Figure-1 The location of the project is depicted in figure - 1

ASUP will require a total land area of 250 Bighas for construction of proposed Skill University campus. Out of the total available land area, 250 Bighas has been allotted by Assam Skill Development Mission (ASDM) for development of the mentioned campus. The mentioned land parcel belongs to Government of Assam and it has been transferred in favor of Assam Skill University, Assam Skill Development Mission. Documents related to the land area of the project (i.e., land allotment Letter, land handing over certificate, land possession certificate and government order for demarcation of land in favor of Assam Skill University) have been given in the SSMR for the reporting period of February 2022 to July 2022).

Figure 2: The project area superimposed of the revenue map with layout plan is depicted in figure-2



**Note:** The red line shown in the map is for the previously proposed 210 bighas of land area and the green line indicates the 250 bigha of land area.

### **3. Institutional Arrangements:**

The Government of Assam's Skill, Employment, and Entrepreneurship Department (SEED) is the executing agency (EA). The EA - (i) Assumes overall responsibility for the execution of the project and reporting; (ii) Engages adequate permanent or fixed-term staff to implement the project; iii) Provides overall strategic guidance on technical supervision and project execution; and (iv) Ensures overall compliance with the loan covenants.

The implementing agency (IA) for the project is ASDM. The IA's responsibilities include (i) Project planning and budgeting; (ii) Day-to- day assistance, supervision and guidance for the project site team and consultant; (iii) Review ASU's components for due diligence requirements and approve civil work packages proposals; (iv) Bidding, evaluation and contract award; (v) Managing and disbursing funds; (vi) Review compliance with loan covenants, contract specifications, work plans and quality control; (vii) Monitoring and reporting of social safeguards; and (viii) Consolidate and submit progress reports, finance and accounting/audit reports, and matters requiring higher level decision to project steering committee (PSC) and ADB.

A state level PSC has been established for the proposed project. This committee is chaired by the Principal Secretary, SEED, with secretaries of Industry, Agriculture, Land and Revenue, Information Technology, Health, Planning and Finance, Handloom and Textile, Tourism, Transformation and Development, Education, Public Works, Social Justice and Empowerment, and the Vice Chancellor of ASU as member. The PSC has been empowered to take all decisions on behalf of the state and will provide overall advice and guidance to the EA, IA, and PMU.

ASDM has established a PMU, headed by a full-time project Director (PD) at ASDM, and consisting of personnel drawn from relevant line departments and on hired basis. This PMU also have safeguards specialists (Social and Environment). The Environment Specialist has been appointed in the month of September 2021 and the Gender and Indigenous People Specialist has been appointed in the month of June 2022. The PMU will be the nodal agency for overall management of all project activities and will be responsible for overall project planning and implementation with day-to-day supervision

and guidance for the site team, contractors and consultants.

The construction of ASU campus is being supervised by the Construction Supervision and Quality Assurance (CSQA) firm. The CSQA firm is responsible for: (i) Providing day-to-day assistance, supervision and guidance to the contractor; (iii) Reporting to PMU; (iv) Supervising construction, conducting quality control, advising PMU on approval of progress payments to contractors; and (v) Maintaining records and accounts on an up-to-date basis and making these available to ADB, its missions, or auditors for inspection.

The project management consultant (PMC) has been engaged to provide support to the PMU in overall planning, risk management, implementation, monitoring, reporting, and evaluation under the project. The PMC team has experienced professionals specializing in areas such as Procurement, Architecture, Social Safeguards, Environmental Safeguard, Gender, Finance, etc. The PMC's Gender Expert has been engaged since February 2022 and the Social Development Expert has been engaged and mobilized since June 2022 on intermittent basis.

### **Monitoring Result:**

The Gender and IP Specialist and Environment Specialist, of the PMU assisted by PMC are monitoring safeguard implementation measures, IPP implementation and GESI plan implementation. Semiannual Social Monitoring Report (SSMR) will describe the progress of the implementation and any compliance issues and corrective actions required. SSMR closely follows the IPP and GESI plan implementation and monitoring indicators agreed at the time of IPP and GESI plan approval. Monitoring result for the reporting period of August, 2022 to January, 2023 is given below in **Table 1**.

The extent of monitoring activities, including their scope and periodicity, will commensurate with the project's risks and impacts. Monitoring will involve administrative monitoring to ensure that implementation is as per schedule and problems are dealt with on a timely basis. The EA and IA is required to implement safeguard measures and relevant safeguard and GESI plan, and to submit periodic monitoring reports on their implementation performance.

**Table 1: Monitoring Result from August, 2022 to January, 2023**

Package	Disclosure of detail GRM and project information dissemination to the Communities	Stakeholders Consultations done with community in general/vulnerable groups	Status of Redressal of grievances	Presence and impact on indigenous people	Remarks
<b>CW 01</b>	Yes, it has been communicated to the communities while discussing with them. Displaying of GRM/GRC board at construction site has already been done. Further banners and posters will be displayed.	Yes, public consultations were done in the initial stage at site. More consultations with different stakeholders will be done once the work starts in full fledge.	No grievance received during the reporting period under this package	No Indigenous people's population has been found to be present within the target area and no IP is going to be adversely impacted due to project initiatives.	Monitoring is a continuous process and will be carried throughout the project period.
<b>CW 02</b>	Yes, it has been communicated to the communities while discussing with them. Displaying of GRM/GRC board at construction site has already been done.	Yes, public consultations are being done on regular basis at site. Details of stakeholder consultations are given as <b>appendix 1, 2, 3, 4</b>	No grievance received during the reporting period under this package	No Indigenous people's population has been found to be present within the target area and no IP is going to be adversely	Monitoring is a continuous process and will be carried throughout the project period.

Further banners and posters will be displayed.			impacted due to project initiatives.	
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#### **4. Involuntary resettlement impacts:**

The ASU project is categorized as 'C' since it is devoid of any land acquisition or involuntary resettlement impact on people (As per the definition of ADB's SPS 2009). All civil works will be carried out on government-owned land transferred to ASDM for this purpose. Land required for the civil works packages have been identified and there will be no land acquisition or permanent or temporary displacement of people as a result of civil works. The semiannual monitoring report confirms that none of the project activity caused involuntary resettlement impacts in the reporting period. The aim of minimizing land acquisition and resettlement impacts has been included in the project design.

#### **5. Indigenous People's Plan:**

As per ADB's SPS 2009, the project is categorized as "B" for Indigenous People, though the implementation of the project, will not entail any kind of adverse impact on Indigenous population. In fact, the project aims to benefit the scheduled tribe population in the northeastern region. There are nearly 200 scheduled tribe communities in the northeastern region and the scheduled tribe population constitute more than 80% of the population in Meghalaya, Mizoram, and Nagaland. ASU will not only provide admission to students from all over India, including those from the northeastern region, but also improve access to professional development and quality skills education and training resources for trainers and faculty of ITIs and polytechnics in the region.

### Implementation of Action Plan for Indigenous People:

Depending on the findings of the initial assessment and consultations with various stakeholders, the following measures are considered necessary to improve access to skills education and training, career development, entrepreneurship programs and services under ASU for the scheduled tribe population.

**Table 2** below shows the potential activities.

**Table 2: Implementation of Action Plan for Indigenous People**

Components	Potential Activities	Timeline
Strategies	ASU will prepare and adopt, with the support of the consulting firm for ASU management and operating system development, strategies to promote interest from, and enrolment of, females and disadvantaged groups, including the scheduled tribe population, at ASU.	After construction and completion of the University Campus
Outreach	In order to attract more and more students and also to improve participation in skill education from the schedule tribes and also the females from rural areas, promoting awareness and reaching out to prospective students and their families, especially in rural areas and scheduled tribe communities in Assam and the other northeastern states, PMU, with the support of the consulting firms for project management support and outreach support, will prepare a plan for promotional activities and undertake outreach activities which should identify target groups among prospective students with higher proportions of the scheduled tribe population.	During University Campus construction stage
Stipends, scholarships, and other financial aid for students	Scholarship and other financial aid schemes and programs for students from scheduled tribe groups supported by the central and state governments shall be applied to students at	During conducting of outreach activities and after opening of the University.

	ASU. ASU will make the information on the schemes and programs available to prospective students and their families and facilitate the application processes through its student services.	
Residential facilities for students, faculty, and staff	The ASU campus and facilities will be designed and constructed in a barrier free and universally accessible manner with facilities, safety and security measures for female students, faculty, and staff members. In this regard, preferential treatment will be offered to students, faculty, and staff from disadvantaged backgrounds, including scheduled tribe groups.	After construction of the University campus
Career development programs and services, soft and language skills development programs.	ASU will track progress of each student in its skill education and training programs and develop and deliver career development programs and services, and soft and language skills development programs, especially for female students and scheduled tribe groups, to help them succeed in skills development, further study, entrepreneurship, job search, and career development.	After opening of the University and conducting of the skill education related classes
Skills education and training programs addressing skills needs of industries	Under partnership agreements, ASU will establish skills education and training programs that address skills needs of industries at the local, national, and regional levels in various sectors. Where appropriate, programs will be designed to build on the existing skills among local communities, including scheduled tribe communities, in traditional trades.	After opening of the University and conducting of the skill education related classes

**Table 3: Institutional Roles and Responsibilities of IPP Implementation**

<b>Institutional Role &amp; Responsibilities of Indigenous Peoples Plan Implantations</b>				
<b>Sl. No.</b>	<b>Responsible Agency</b>	<b>Activities/ Action</b>	<b>Implementation schedule/ Timeline</b>	<b>Remarks</b>
1	PMU, CS-05	Preparation of strategies to promote interest and enrollment of females and disadvantaged groups, including the scheduled tribe (ST) population at ASU	2023	
2	PMU, CS-05	Preparation of a plan to conduct promotional and outreach activities to improve awareness among students and reaching out to prospective students and their families, especially in rural areas and scheduled tribe (ST) communities especially in the districts of Assam and north eastern states with higher proportions of the scheduled tribe (ST) population	2023-2025	
4	PMU, CS-05	Dissemination of information on the scholarship and other financial aid schemes and programs to prospective students and their families through its student services	2023-2025	The final plan and month wise/quarter wise timeline will be made after on boarding of CS04 and CS05 consultatnts
5	PMU, CS-05	Dissemination of information on ASU's residential facilities to all prospective students, faculty, and staff and preferential treatment for students, faculty, and staff from disadvantaged backgrounds, including scheduled tribe (ST)	2023-2027	
6	PMU, CS03	Development and delivery of career development programs and services, and soft and language skills development programs, especially for female students and students from disadvantaged backgrounds, including scheduled tribe (ST) groups	2023-2027	

7	PMU, CS03	Design and delivery of skills education and training programs building on the existing skills among local communities, including scheduled tribe (ST) communities in traditional trades	2023-2027	
8	PMU, CS01	Operation of GRM, monitoring, reporting and evaluation, and organization of training workshops	2023-2027	

## **6. Grievance Redressal Mechanism (GRM)**

### **A. Grievance Redressal – The Mechanism**

The affected person(s)/aggrieved party can give their grievance verbally or in written to the ASU site office in Mangaldai. Grievances of affected person will first be brought to the attention of the immediate officer (GRO – DPMT, ASDM) in charge of the overall GRM, who can resolve the issue at the site level office with the help of representative of contractor will also be responsible in resolving the specific site level issues. If the matter is not resolved within 7 working days period by the site in-charge, it will be brought to the notice of GRC constituted for the purpose at PMU. This GRC shall discuss the issue in its meeting and resolve the issues within 15 working days from the day of receiving the grievance by PMU. If the matter is not resolved by GRC at the PMU level within the stipulated time, it shall be referred to GRC at State Level Project Steering Committee by the officer in-charge of the site (DPMT, ASDM) which will resolve the issue within one month of receiving of the complaint at Steering Committee.

However, the aggrieved person/party can bring the matter to the Court of Law at any point of time. The PMU and ASU site office shall keep records of all grievances received including contact details of the complainant, date of receiving the complaint, nature of grievance, agreed corrective actions and the date the actions were taken and their final outcome. A complaint register will be maintained at construction site. The cost for the operation of GRM will be accounted for in project cost as part of PMU operation.

### **B. Composition of GRC**

**Site Level Grievance Redress Committee (GRC-Site):** This committee is comprising of DPMT, ASDM - Darrang, PMU Communication Manager, PMU Civil Engineer, PMU Environment Specialist, PMU Gender and Indigenous People Specialist, and one locally elected representative from Panchayat. The GRC-Site will be headed by DPMT, ASDM - Darrang.

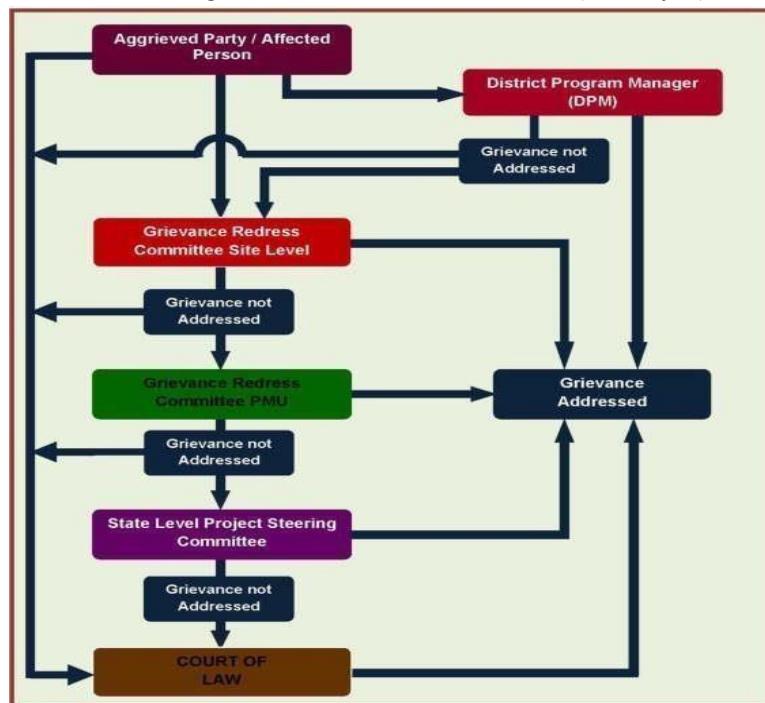
**GRC at PMU level:** GRC at PMU includes the Mission Director ASDM, HR & Admin, ASDM, PMU Gender and Indigenous People Specialist, PMU Environment Specialist

and Legal Advisor, ASDM. The Committee is headed by the Mission Director, ASDM. This committee shall look into the matters, which are referred to and not resolved by GRC at site level. If the matter is not resolved by the GRC at PMU level within 15 working days, then the aggrieved person or party can bring the matter to the state level project steering committee (PSC) which is in-charge of the project.

Affected person or aggrieved party can approach the GRC for redress of his/her grievance through any of the following modes:

- **Web based:** A separate corner has been developed at the ASDM website, so that public and affected person can register their complaints in the online column during execution stage.
- **Project Information board:** ASU project information board has been installed at the ASU project site. Contact details (name, phone number and email) of GRO is available in the board.
- **Telephone or e-mail based:** A telephone number is available on the website of ASDM and ASU so that general public can register their complaint through telephone/mobile phone. An e-mail id has been created and is available in the ASDM and ASU website so that a complainant can register a complainant through e-mail as well.

Figure 3: Grievance Redress Mechanism (ASU Project)



One complaint register is also being maintained at the construction site by the contractor where people can register their complaint. In addition to it grievance register format is also available at site and at PMU for people to register their grievances in the prescribed format and put it in the drop-box (photographs of drop box of site and PMU is given as **appendix 15 and 16** respectively).

- The official copy of approval letter of Grievance Redressal Mechanism (GRM) was shared as annexure with the SSMR of the reporting period of February 2022 to July 2022. The grievance redress mechanism for the project is shown in **Figure-3**. No grievances related to social safeguards have been received during the reporting period.

## **7. Training, Consultation and disclosure:**

### **A. Public Consultations**

Public consultations / Focus Group Discussions (FGDs), is being organized at the site level on a regular basis. 2 no's stakeholder consultations have been organized during the reporting period of August, 2022 to January, 2023. Stakeholder consultation is an important tool which was carried out during the social safeguard due diligence study of the proposed interim campus of ASU as well. Various stakeholders like faculty and students of ITI, Guwahati (where the interim campus is proposed) were consulted and feedback has been included in the due diligence report.

During the visit to the site of proposed interim campus for due diligence study, on-site consultations with faculty and students of ITI, Guwahati was carried out and discussed about the project and their opinion/ feedback about the project. The faculties and students of ITI, Guwahati in general are very much excited about the project and hope the establishment of ASU interim campus will bring more opportunities and pride to ITI, Guwahati. **Appendix 1 to 9** reflects details of discussions/meetings with stakeholders and public consultations, signature sheets and concerns of the community.

To ensure continued public and stakeholder participation in the ASU project life cycle, periodic consultations and focus group discussion should be continued. The participatory process will ensure that all views are adequately reviewed and suitably incorporated in the design and implementation process.

Electronic version of this IPP has been placed in the official websites of ASDM in both Assamese and English language and the hard copy of IPP report summary in Assamese language is available at PMU-ASUP office, Guwahati for reference.

#### B. Training

A training has been facilitated by Social Development Specialist of CS01 in the month of January 2023 for workers engaged under CW01 and CW02 contractors and the nearby community people. As CW01 and CW02 mobilized workers to engage under ASUP, it was important to educate and aware the workers, labors and contractors about the safety, security issues at site and Grievance Redress System. The topics of the training were, labor laws and Grievance Redressal Mechanism. Total 42 no's of people participated in the training (Labor information report for the Q4 2022 of CW01 and CW02 is attached in **appendix 13 and 14**). Training attendance and a report of the training is attached as appendix (**Appendix 10, 11, 12**) with this SSMR.

**Table 4: Schedule of Consultation and Disclosure Activities**

Activities	Target Group	Responsible	Timeline
Awareness Generation about the project activities	Key stakeholder agencies including with nearby communities	ASUP/ contractor with PMU inputs and support	During detailed design, prior to start of construction and during construction
Disclosure of construction schedule and GRM	Key stakeholder agencies including with nearby communities	ASUP/contractor with PMU inputs and support	During construction
Seeking Cooperation throughout the project period	Related Departments and nearby communities	ASUP/contractor with PMU inputs and support	Throughout the project period

## **8. Conclusion and recommendation:**

The monitoring of social safeguard activities and implementation will be continued throughout the project implementation period. Information dissemination and disclosure has been a continuous process since the beginning of the project which will continue during the whole project period.

The Environment and Gender & IP Specialists of PMU will continue consultations, information dissemination, and disclosure. Project information disclosure banner/ poster containing the project information, and contact numbers of GRO, contractor, project engineer and social safeguards personnel and concerned engineer in charge and grievance redress process will be prepared and disclosed for public to access. Various safety signages will also be disclosed at various places at the project site.

Overall development for the reporting period of (August, 2022 to January, 2023) six months have been moderately progressive against each output and indicators of the project related to IPP implementation. Outreach activities will be initiated once the consultants dedicatedly meant for outreach activities are engaged, the IPP implementation process would also get initiated simultaneously in the field with targeted communities, institutions etc. for generating awareness regarding skill education, enrollment, avenues for job placements, creating linkages etc.

**Appendix 1: Copy of Attendance Sheet of stakeholder consultation held at ASU site on dated 16<sup>th</sup> December 2022**

**Stakeholder Consultation**

Topic of discussion: Grievance redressal mechanism

Date: 16.12.2022

Venue: ASU Site, Mangaldoi

**Participants:**

Sl. No.	Name	Type of stakeholder	Gender	Social Category (ST/PWD etc.)	Signature	Phone
1	Skemalata Deka	Surrounding community	F	NA	I. Deka.	
2	Nipan Deka	u	M	NA	D. Deka	
3	Dulumoni	u	F	NA	S. Nath	
4	Moni Nath	u	F	NA	M. Nath	
5	Juti Nath	u	F	NA	J. N.	
6	Karishma Gogoi	PMU-ASUP	F	NA	G. Gogoi	
7	Gorasa Pati Nath	Community Member	M	NA	G. Nath	
8	Rina Nath	u	F	NA	R. Nath	
9	Liber Saharia	u	F	NA	Saharia	
10	Sanghita Dutta	PMU-ASUP Env. Specialist	F	NA	S. Dutta	
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**Appendix 2: Copy of Attendance Sheet of stakeholder consultation held at ASU site on dated 30<sup>th</sup> December 2022**

**Stakeholder Consultation**

Topic of discussion: Awareness on social safeguard and public consultation

Date: 30.12.2022

Venue: ASU site, Mangaldai

**Participants:**

Sl. No.	Name	Type of stakeholder	Gender	Social Category (ST/PWD etc.)	Signature	Phone
1	Sri Lilee Saharia	Surrounding community	F	NA	Saharia	9365929019
2	"Gone path well"	u	M	NA	Gone path well	6002397296
3	Julamoni Nath	u	F	NA	Julamoni Nath	8822655883
4	Rima Nath	u	F	NA	R Nath	
5	Udumoni	u	F	NA	Udumoni	
6	" Mamita Chouhan	u	F	NA	Mamita Chouhan	7896257285
7	" Suba) Nath	u	M	NA	Suba) Nath	9365929019
8	Karishma Agoi	PMU-ASUP	F	NA	Karishma Agoi	
9	Sanghita Dutta	PMU- ASUP Env. Specialist	F	NA	Sanghita Dutta	8876396955
10						
11						
12						
13						
14						
15						
16						
17						
18						

**Appendix 3: Photo of stakeholder consultation held at ASU site on dated 16<sup>th</sup> December 2022**



**Appendix 4: Photo of stakeholder consultation held at ASU site on dated 30<sup>th</sup> December 2022**



**Appendix 5: Copy of Attendance Sheet of stakeholder consultation held at proposed interim campus at ITI, Guwahati with ITI faculties**

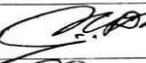
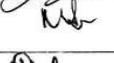
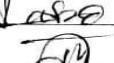
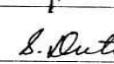
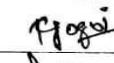
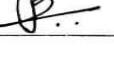
**Stakeholder consultation**

Date: 16. 11. 2022

Time: 1:00 pm - 2:30 pm

Venue: ITI, Guwahati

Stakeholder type: ITI, Guwahati faculty

Sl. No.	Name	Organization/Designation	Gender	Signature	Ph/mail
1	S.C. Das	VC, ASU	M		98549-44044
2	Ankur Jain	CEO, ASUP	M		
3	N.H. Majumder	ITI Gourhat	M		9135032531
4	Mu	ITI	F		985776874
5	Hinalay Sarma	DPD, ASUP	M		8800188753
6	Farali Barooi	ITI, Ghy	F		8638232709
7	Mainsi Datta	ITI, Ghy	M		9101100764
8	Monica M. Dey	ITI, Ghy	M		70021-71925
9	Prinom C. Borthakur	ASUP	M		9864092261
10	Sanghita Datta	PMU - ASUP	F		8876396955
11	Kanishma Gogoi	PMU - ASUP	F		7602361688
12	Jagadish Nath	PMU - ASUP	M		9854090350
13	Pranami Borthakur	PMU - ASUP	F		9854199413
14					
15					
16					
17					
18					

**Appendix 6: Copy of Attendance Sheet of stakeholder consultation held at proposed interim campus at ITI, Guwahati with ITI students**

**Stakeholder consultation**

Date: 16<sup>th</sup> Nov. 2022

Time: 11:00 am - 1:00 pm

Venue: ITI, Guwahati

Stakeholder type: Student

Sl. No.	Name	Organization/Designation	Gender	Signature	Ph/mail
1	Prayanshu Thakur	Student - ITI, Guwahati	F	Prayanshu	
2	Ananya Bora	"	F	Bora	
3	Minakshi Boro	"	F	Minakshi	
4	Kakali Medhi	"	F	Kakali	
5	Nikumani Sarania	"	F	Nikumani Sarania	
6	Umorna Dihingia	"	F	Umorna Dihingia	
7	Hemanta Bezbarua	"	M	Hemanta Bezbarua	
8	Shreya Deka	"	M	Shreya Deka	
9	Mondeep Baishya	"	M	Mondeep Baishya	
10	Nabajyoti Rajkhowa	"	F	Nabajyoti Rajkhowa	
11	Sajid Ahmed	"	M	S. Ahmed	
12	Ghitemoni Rakha	"	F	Ghitemoni Rakha	
13	Bibek Talukdar	"	M	Bibek	
14	Nilkamal Das	"	M	Nilkamal	
15	Rohit Kr. Thakur	"	M	Rohit Kr. Thakur	
16	Sungeirng Warisa	"	F	Sungeirng	
17	Athishet Pathak	"	M	Athishet	
18	Sheikh Aminul Haque	"	M	Sheikh Aminul Haque	

## Appendix 7: Summary report of stakeholder consultation held at proposed interim campus at ITI, Guwahati with ITI faculties

### STAKEHOLDER CONSULTATION AT ITI, GUWAHATI

Stakeholder type: Faculty, ITI, Guwahati

Date: 16<sup>th</sup> November, 2022

Venue: ITI, Guwahati

On dated 16<sup>th</sup> November, 2022 a consultation was done with faculties of ITI, Guwahati to share about the upcoming proposed interim campus of ASU and to understand their opinion about the upcoming campus. The faculties were aware about the proposed interim campus and were happy about it. The following points have been shared by the faculties of ITI, Guwahati regarding the upcoming ASU, interim campus:

- The ASU's interim campus will bring opportunities not only to the students of ITI, Guwahati but to the faculties as well as they are hoping that ASU' interim campus will create some opportunities for ITI's faculties for training and upskilling.
- The interim campus will have updated tools and equipment and the faculties of ITI will also get the exposure to see and learn about the updated equipment and tools.
- ITI, Guwahati will also get publicity and the ASU's interim campus will give it a new identity.
- The faculties of ITI, Guwahati suggested few courses to introduce in the ASU main campus. The courses are: Solar Technology, PLC based courses, processed industry-based courses, AutoCAD based courses etc. at low fee.

DATE	STAKEHOLDER TYPE	VENUE	NO. OF PARTICIPANTS	ISSUE AND CONCERN (IF ANY)	ISSUES ADDRESSED
16.11.2022	Faculty, ITI, Guwahati and PMU	ITI, Guwahati	13 (Male – 8, Female – 5)	During construction phase, construction noise can create disturbance for the students	Noise barrier should be used in case of major construction works when there is possibility of high noise

## Appendix 8: Summary report of stakeholder consultation held at proposed interim campus at ITI, Guwahati with ITI students

### **STAKEHOLDER CONSULTATION AT ITI, GUWAHATI**

Stakeholder type: Students, ITI, Guwahati

Date: 16<sup>th</sup> November, 2022

Venue: ITI, Guwahati

On dated 16<sup>th</sup> November 2022 a consultation was done with students of ITI, Guwahati to share about the upcoming proposed interim campus of ASU. Majority of the students were not aware about the proposed interim campus till the day of the consultation. After knowing about the upcoming proposed interim campus of ASU, the students of ITI said that they are happy to know about the interim campus as this can bring some opportunities to them as well. The ITI, Guwahati students are hoping that they will get to interact with the ASU's interim campus's students and this will create an environment where they will be able to exchange learning. The following points have been shared by the students of ITI, Guwahati regarding the upcoming ASU, interim campus:

- It's a matter of pride for the ITI, Guwahati students that the Government has decided to set up the ASU's interim campus at ITI, Guwahati
- ASU's interim campus will create an environment for knowledge exchange for both the ASU and ITI, Guwahati students.
- ITI, Guwahati will get a new identity because of the ASU's interim campus.
- If the ASU interim campus is set up at ITI, Guwahati the number of students in the ITI, Guwahati will be increased. But increase of 150-200 numbers will not create any issue for the current students.
- The students of ITI, Guwahati suggested few courses to introduce in the ASU main campus. The courses are: Advance course of industrial safety and Graphics designing.

DATE	STAKEHOLDER TYPE	VENUE	NO. OF PARTICIPANTS	ISSUE AND CONCERN (IF ANY)	ISSUES ADDRESSED
16.11.2022	ITI, Guwahati Student	ITI, Guwahati	18 (Male – 9, Female – 9)	During construction phase, construction noise can create disturbance for the students	Major construction work which may create lots of noise will be carried out during weekends and in the evening after the classes are over

**Appendix 9: Photograph of stakeholder consultation held at proposed interim campus at ITI, Guwahati with faculties**



**Appendix 8: Photograph of stakeholder consultation held at proposed interim campus at ITI, Guwahati with students**



**Appendix 10: Attendance Sheet of participants in Social Safeguard training at ASU site**

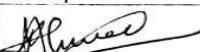
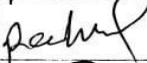
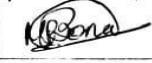
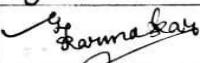
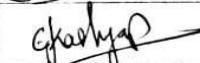
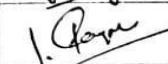
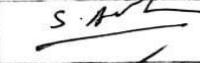
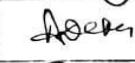
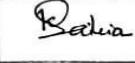
**TRAINING ON SOCIAL AND ENVIRONMENTAL SAFEGUARD**

Date: 20-01-2023

Time:

Venue: Assam Skill University Site  
Mangaldai

Attendees: CW01, CW02, CS01, CS02 and Local inhabitants

Sl. No.	Organization & Designation	Name	Gender	Signature	Mail
1	CW02 - General Manager	D. N. Pandey	M		
2	CW02 - HSE Manager	Kaustav Kakoti	M	K. Kakoti	
3	CW02 - Site Engineer	Bitupan	M	Bitupan Saha	
4	CW02 - Site Engineer	Moshya	M		
5	CW02 - Surveyor	Bappa	M		
6	CW02 - Office Executive	K. P. Singh	M		
7	CW02 - Site Supervisor	Rahul	M		
8	CW01 - Site Supervisor	Monideepanee Bonia	M		
9	CW01 - Stonekeeper	Gobinda Basu	M		
10	CS02 - Team Leader	Goutam Karmakar	M		
11	CS02 - Jr. civil	Ashraful Alom	M		
12	CS02 - Site supervisor	Challeyjeet Kashyap	M		
13	CS02 - Site supervisor	Imdadul Hoque	M		
14	CS02 - Jr. Electrical Eng.	Syed Nurul Alom	M		
15	CS01 - EX VISION ENVIRONMENTAL & ENVIRONMENTAL SOC.		M		
16	CS01 - EX VISION ENVIRONMENTAL & ENVIRONMENTAL SOC.	LINGARAJ PANDA	M		
17	Anima Deka, Advocate Mangaldai, Bar. Associate	Anima Deka	Female		
18	Karabitoti Saha Advocate, Mangaldai Barr. Assn.	Karabitoti Saha	F		

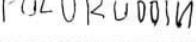
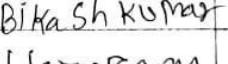
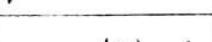
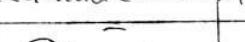
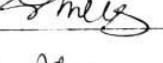
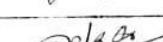
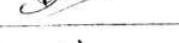
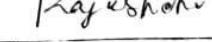
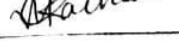
**TRAINING ON SOCIAL AND ENVIRONMENTAL SAFEGUARD**

Date: 20. 01. 2023

Time:

Venue: ASU Site, Mangaldai

Attendees: CW-02 Workers

Sl. No.	Organization & Designation	Name	Gender	Signature	Mail
19	CW-02, Worker	Ronal Mandal	M		
20	"	Deepak K	M		
21	"	Kola Das	M		
22	"	Sanjib Das	M		
23	"	Rajib Gogoi	M		
24	"	Rambarak Kuj	M		
25	"	Fuluruddin	M		
26	"	Zikash kumar	M		
27	"	Harercarn	M		
28	"	Kumud Chouhan	M		
29	"	Dhing Das	M		
30	"	Krishnrao Sahoo	M		
31	"	Bhabani Sekta	M		
32	"	Hitesh H.Bora	M		
33	"	Rajesh chowdhury	M		
34	"	Niran Deka	M		
35	"	Manab Kachari	M		
36	"	Subhash Mondal	M		

## **TRAINING ON SOCIAL AND ENVIRONMENTAL SAFEGUARD**

Date: 20.01.2023

Time:

Venue: ASU Seva, Mangalore

Attendees: CW02 Workers and PMU members

## **Appendix 11: Report of the training held at ASU site on dated 20<sup>th</sup> January 2023**

### **ONE DAY TRAINING ON LABOUR LAWS AND GRIEVANCE REDRESSAL MECHANISM**

**Venue: Site Office, Mangaldai, Dist.: Darrang, Assam**

**Assam Skill University Project, Govt. of Assam**

**Supported by: Asian Development Bank**

**Background:** A total of 42 participants from contractor side, CS01, CS02, local community and PMU participated in this training. The purpose of this training was to train participants on the labour laws and Grievance Redressal System of ASUP. Training included various topics such as occupational health and safety (OHS), employment promotion, including mechanisms, minimum wages and payment of wages, social security, labour administration and GRM Process and relevant procedure.

**Training methodology:** The training was interactive as the trainers ensured that knowledge was not only disseminated but accurately perceived and understood by the participants. And in order to ensure this, trainers engaged participants in discussions and kept the forum open for feedback, queries and suggestions.

**Training Objective:** The objectives of this training were as follows;

- To increase the understanding of participants on labour laws and Grievance Redressal System
- To educate the participants about the safety, security of labour;

To educate them about GRM structure and complaint system, status of action taken by the contractors to respond public grievance;

**Participants Profile:** The training participants included staff members and labour of CW01 and CW02 contractors, CS01 and CS02 staffs, local community and PMU members. Total number of participants was 42 (males: 38 females: 4).

**Resource Persons:**

Mr. Lingaraj Panda, Social Development Specialist, CS01

Ms. Karishma Gogoi, Gender & Indigenous Peoples Specialist, PMU – ASUP

**Summary:**

In this session participants were introduced to the labour laws, i.e., minimum wages and on time payment of wages and social security. The discussion revolved around elimination of discrimination in respect of employment and occupation. The discussion focussed on (i) occupational health and safety and (ii) community health and safety (iii) provide workers with safe and healthy working conditions and prevent accidents, injuries, and disease; and (iv) establish preventive and emergency preparedness and response measures to avoid, and where avoidance is not possible, to minimize, adverse impacts and risks to the health and safety of local communities. Trainer describes about the Grievance Redressal Mechanism (GRM), the structure of GRM, record of complaint in the register, resolve system and accountability of concerned authorities.

**Appendix 12: Photographs of the training held at ASU site on dated 20<sup>th</sup> January 2023**



### Appendix 13: Worker's information report from CW01 for Q4 2022

WORKERS' INFORMATION REPORT						
Package Number:	CW01					
Contractor's Name:	A.S. ENTERPRISE					
Month:	October, 2022.					
Own						
Skilled		Semi-Skilled		Unskilled		
Local	Out-Station	Local	Out-Station	Local	Out-Station	
Males	NIL	NIL	NIL	NIL	NIL	NIL
Females	NIL	NIL	NIL	NIL	NIL	NIL
Scheduled tribe	NIL	NIL	NIL	NIL	NIL	NIL
<b>Grand Total</b>				NIL		
Others						
Skilled		Semi-Skilled		Unskilled		
Local	Out-Station	Local	Out-Station	Local	Out-Station	
Males	NIL	1	NIL	2	NIL	4
Females	NIL	NIL	NIL	NIL	NIL	NIL
Scheduled tribe	NIL	NIL	NIL	NIL	NIL	NIL
<b>Grand Total</b>				7		

WORKERS' INFORMATION REPORT						
Package Number:	CW01					
Contractor's Name:	A.S. ENTERPRISE					
Month:	November, 2022.					
Own						
Skilled		Semi-Skilled		Unskilled		
Local	Out-Station	Local	Out-Station	Local	Out-Station	
Males	NIL	NIL	NIL	NIL	NIL	NIL
Females	NIL	NIL	NIL	NIL	NIL	NIL
Scheduled tribe	NIL	NIL	NIL	NIL	NIL	NIL
<b>Grand Total</b>				NIL		
Others						
Skilled		Semi-Skilled		Unskilled		
Local	Out-Station	Local	Out-Station	Local	Out-Station	
Males	NIL	2	NIL	3	NIL	5
Females	NIL	NIL	NIL	NIL	NIL	NIL
Scheduled tribe	NIL	NIL	NIL	NIL	NIL	NIL
<b>Grand Total</b>				10		

WORKERS' INFORMATION REPORT						
Package Number:	CW01					
Contractor's Name:	A.S. ENTERPRISE					
Month:	December, 2022.					
Own						
Skilled		Semi-Skilled		Unskilled		
Local	Out-Station	Local	Out-Station	Local	Out-Station	
Males	NIL	NIL	NIL	NIL	NIL	NIL
Females	NIL	NIL	NIL	NIL	NIL	NIL
Scheduled tribe	NIL	NIL	NIL	NIL	NIL	NIL
<b>Grand Total</b>				NIL		
Others						
Skilled		Semi-Skilled		Unskilled		
Local	Out-Station	Local	Out-Station	Local	Out-Station	
Males	NIL	2	NIL	3	NIL	5
Females	NIL	NIL	NIL	NIL	NIL	NIL
Scheduled tribe	NIL	NIL	NIL	NIL	NIL	NIL
<b>Grand Total</b>				10		

### Appendix 14: Worker's information report from CW02 for Q4 2022

#### Contractor's Monthly Report

#### WORKERS' INFORMATION REPORT

Package number	WORKERS' INFORMATION REPORT					
Contractor's name	Panam Communications Pvt. Ltd in JV with Bokmagatra Infrastructure Limited					
Month	October 2022					
<b>Own</b>						
	Skilled		Semi-skilled		Unskilled	
Males	Local	Out-station	Local	Out-station	Local	Out-station
18					3	
Females	0		0		0	
Scheduled tribe			2			
<b>Grand total</b>	23					
<b>Others</b>						
	Skilled		Semi-skilled		Unskilled	
Males	Local	Out-station	Local	Out-station	Local	Out-station
Females						
Scheduled tribe						
<b>Grand total</b>						

#### Contractor's Monthly Report

#### WORKERS' INFORMATION REPORT

Package number	WORKERS' INFORMATION REPORT					
Contractor's name	Panam Communications Pvt. Ltd in JV with Bokmagatra Infrastructure Limited					
Month	November 2022					
<b>Own</b>						
	Skilled		Semi-skilled		Unskilled	
Males	Local	Out-station	Local	Out-station	Local	Out-station
18	0	0	0	0	3	0
Females	0	0	0	0	0	0
Scheduled tribe	0	0	2	0	0	0
<b>Grand total</b>	23					
<b>Others</b>						
	Skilled		Semi-skilled		Unskilled	
Males	Local	Out-station	Local	Out-station	Local	Out-station
Females						
Scheduled tribe						
<b>Grand total</b>	NIL					

#### Contractor's Monthly Report

#### WORKERS' INFORMATION REPORT

Package number	WORKERS' INFORMATION REPORT					
Contractor's name	Panam Communications Pvt. Ltd in JV with Bokmagatra Infrastructure Limited					
Month	December 2022					
<b>Own</b>						
	Skilled		Semi-skilled		Unskilled	
Males	Local	Out-station	Local	Out-station	Local	Out-station
20	0	0	0	0	3	0
Females	0	0	0	0	0	0
Scheduled tribe	0	0	2	0	0	0
<b>Grand total</b>	25					
<b>Others</b>						
	Skilled		Semi-skilled		Unskilled	
Males	Local	Out-station	Local	Out-station	Local	Out-station
8	0	0	0	0	0	0
Females	0	0	0	0	0	0
Scheduled tribe	0	0	0	0	0	0
<b>Grand total</b>	8					

**Appendix 15: Photograph of grievance box installed at the site**



**Appendix 16: Photograph of grievance box installed at PMU office**

