



ADB

# Social Monitoring Report

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**PUBLIC**

Semestral Report: February 2024 – July 2024  
August 2024

## India: Assam Skill University Project

Prepared by Skill, Employment and Entrepreneurship Department (SEED) Government of Assam for the Asian Development Bank (ADB).

**Asian Development Bank**

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## **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**

SFG Log: 6282

**Reporting Period: February, 2024 - July, 2024**



**Asian Development Bank**

## **ABBREVIATIONS**

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

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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 the 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 the 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 Report:**

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 February 2024 to July 2024.

## 2. Description of Project Area:

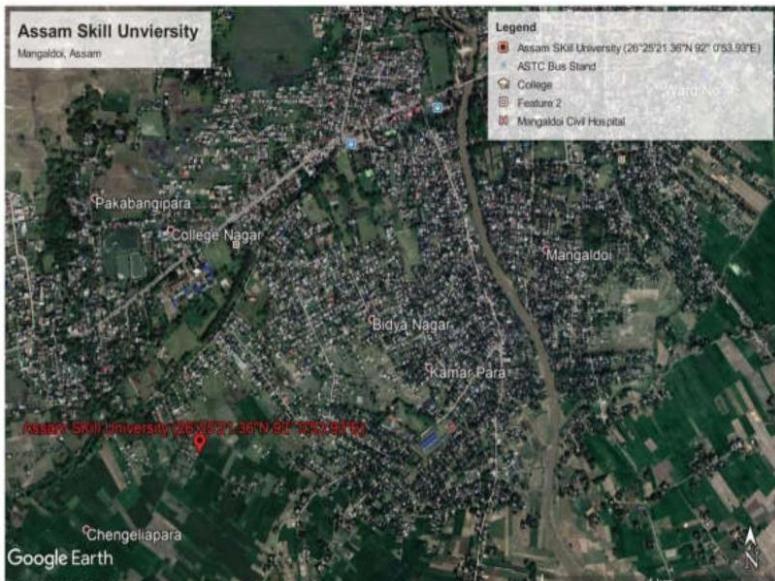
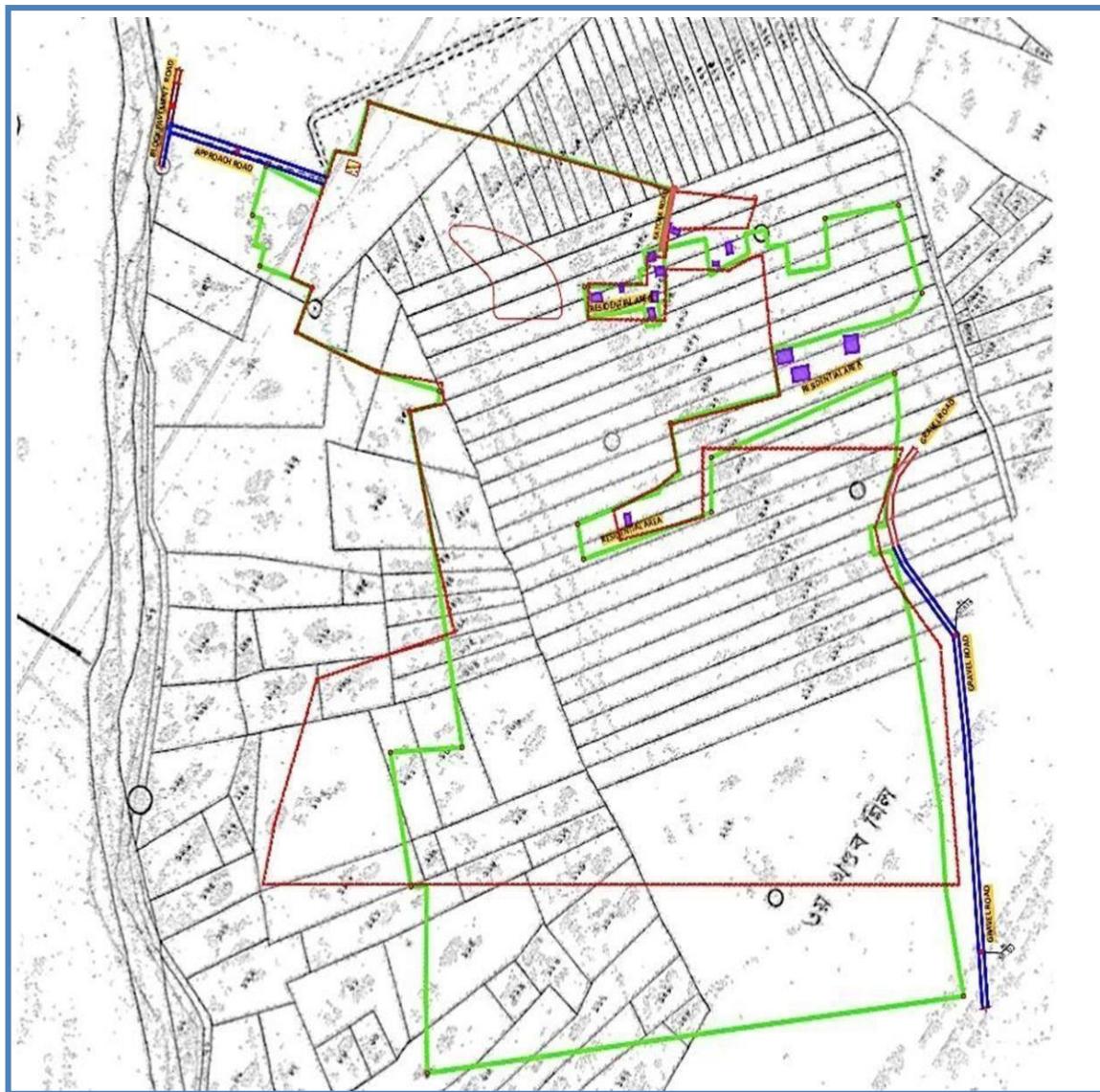


Figure-1: Google Map Location of Assam Skill University (ASU)

The proposed ASU site is located in the Gerimari chapori village under Mangaldoi sub-division in Darrang district of Assam. It is located about 74 kilometers east of Guwahati, and fall within 25 kilometers of National Highway 27 connecting Guwahati with other major cities in Assam.

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



**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.

The details of physical progress status of all CW packages are outlined in Table 1.

**Table 1 – Physical progress status of all CW packages**

Sl. No.	CONTRACT NO.	CONTRACT NAME	CONTRACTOR	STATUS	AWARD DATE	COMPLETION DATE	% COMPLETION OF PHYSICAL WORK AS ON 31/07/2024
1.	CW- 01	Land preparation and boundary wall for ASU campus	M/s A. S. Enterprise	Work completed	30 <sup>th</sup> September 2021	13 October 2023 (extended till 31 <sup>st</sup> May 2024)	100
2.	CW- 02	Detailed design and construction of ASU campus and facilities	M/s Pawan Communication Pvt. Ltd. In JV with Brahmaputra Infrastructure Ltd.	Work In Progress	2 <sup>nd</sup> November 2021	2 <sup>nd</sup> November 2024	26.30
3	CW-03	Upgrading of ASU Interim Campus	M/s Mechfab Engineering Industries PVT. LTD.	Work completed	6 <sup>th</sup> December 2023	4 <sup>th</sup> May 2024 (extended till 25 <sup>th</sup> June 2024)	100
4	CW- 04	Construction of remaining boundary wall of ASU Campus	M/s Bhaskar Baruah	Work not started	30 <sup>th</sup> March 2024	30 <sup>th</sup> March 2025	

### **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 ASU. 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; (viii) 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. Earlier 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 Gender and Indigenous People Specialist has been appointed in the month of July 2024 (new recruitment). 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 Social Safeguards & Gender Expert. The PMC's Social Development Expert has been engaged and mobilized since June 2022 on intermittent basis. The organogram of the institutional arrangement is shown in **Figure 3**.

## Organogram

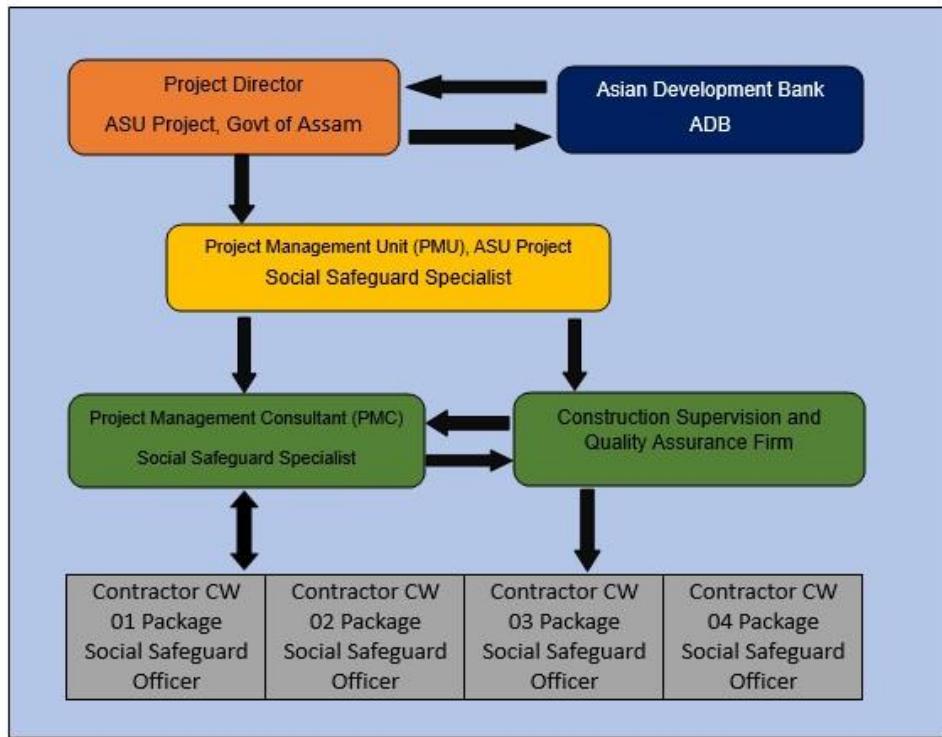


Figure 3: Organogram of Social Safeguard Arrangements (ASU Project)

### 4. Monitoring Result:

The Gender and IP Specialist of the PMU assisted by PMC is monitoring social safeguard implementation measures, IPP 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 plan implementation and monitoring indicators agreed at the time of IPP plan approval.

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 plan, and to submit periodic monitoring reports on their implementation performance.

### 5. 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. Any portion of land that would trigger involuntary resettlement should be excluded from the project. As per the ADB Mission held on Nov.2023 advised, an Involuntary Resettlement (IR) monitoring checklist has been developed and circulated for day-to-day monitoring in the site.

## **6. Indigenous Peoples Plan:**

The term “Indigenous Peoples” in ADB’s SPS (2009) is used in a generic sense to refer to a distinct, vulnerable, social and cultural group possessing the following characteristics in varying degrees: (i) self-identification as members of a distinct indigenous cultural group and recognition of this identity by others; (ii) collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in these habitats and territories; (iii) customary cultural, economic, social, or political institutions that are separate from those of the dominant society and culture; and (iv) a distinct language, often different from the official language of the country or region. ADB’s SPS (2009) recognizes the diversity of Indigenous Peoples across countries and notes that national legislation, customary law, and any international conventions to which the country is a party should be considered.

In India, “scheduled tribes” are specified in each state or union territory in accordance with the Constitution of India and refers in general to communities which are characterized by: (i) primitive traits; (ii) distinctive culture; (iii) geographical isolation; (iv) shyness of contact with the community at large; and (v) backwardness. According to Article 342 of the Constitution, scheduled tribes in a state or union territory shall be designated first through the President’s notified orders after consultation with the state governments concerned and shall be amended subsequently through the Acts of Parliament. As of March 2021, there are nine orders and eight acts which spell out scheduled tribes in different states and union territories.

In Assam, there are 23 scheduled tribe communities which are broadly grouped into the “plain” and “hill” tribes.<sup>6</sup> Major scheduled tribe groups include Bodo (35.1%), Mishing (17.5%), Karbi (11.1%), Rabha (7.6%), Sonowal Kachari (6.5%), Lalung (5.2%), Garo (4.2%), and Dimasa (3.2%) and constitute 90% of the schedule tribe population in the state.

According to the 2011 Census (Table 1), districts with high proportions of scheduled tribe

people included Dima-Hasao (70.9%), Karbi Anglong (56.3%), Dhemaji (47.4%), Chirang (37.1%), Baksa (34.8%), Udaguri (32.1%), and Kokrajhar (31.4%). 94.4% of the scheduled tribe population live in rural areas.

The 2011 Census indicated that the scheduled tribe population may be socioeconomically disadvantaged. The percentage of people living below the poverty line was higher among the scheduled tribe population (40.5%) than the state average (31.9%; 33.9% in rural areas; 20.5% in urban areas). 18.6% of scheduled tribe households reported lacking durable household assets and having limited access to banking services and grid electricity. The literacy rate among the scheduled tribe population was slightly lower (72.1%) than the overall average in the state (72.2%), with that for women significantly lagging (65.0%; 66.3% in Assam). Likewise, the level of educational attainment among the scheduled tribe population (aged 15 years and above) was lower, with 55% having only primary education or no education at all (49% in Assam), 25% completing grade 8 (23% in Assam) and 20% attaining grade 10 and above (27% in Assam) in 2012.

Student enrolment in elementary, secondary, higher secondary, and senior education among the scheduled tribe population in Assam appears in general higher than the state and national averages. For example, the gross enrollment ratio (GER) in secondary education (grades IX-X) among the scheduled tribe youth in Assam was 99.9% in fiscal year (FY) 2016, higher than the overall average at the state (77.6%) and national (80.0%) levels. This was also the case with GER in senior secondary education (grades XI-XII) at 50.6% among the scheduled tribe youth, compared to the overall state (38.8%) and national (56.2%) averages in Year 2016, and GER in higher education at 24.3% among the scheduled tribe youth, as opposed to the state (18.7%) and national (26.3%) averages in 2018–2019. In senior secondary and higher education, girls from scheduled tribe groups seem to have slightly less access than boys from scheduled tribe groups in Assam.

However, the pass rate in senior secondary education completion certification examination (High School Leaving Certification Examination in Assam) among the scheduled tribe youth appears lagging. In 2017, whereas the overall pass rate in the state was 54.2%, that for the scheduled tribe youth was 36.4%. Among the scheduled tribe youth, girls and youths from Plain tribe groups performed better (39.2% for girls, 42.0% for boys, 40.6% for both) than those from Hill tribe groups (30.0% for girls, 34.2% for boys, 32.1% for both).

Regarding TVET, the proportion of students from scheduled tribe groups is higher, considering that the scheduled tribe population represented 12.4% of the total population in Assam. In FY2019 and FY2020, the percentage of students from scheduled tribe groups in the state

government engineering colleges was 13.3% and that in the state government polytechnics was 16.3%. Fewer female students enroll in engineering colleges (25.0%) and polytechnics (19.4%). Among female students enrolled in the state government engineering colleges and polytechnics, students from scheduled tribe groups accounted for 15.7%.

#### **A. 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	Remarks
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.	Strategy to promote interest from, and enrolment of, females and disadvantaged groups has been prepared by the consulting firm CS03 in 2024 but yet to be adopted by ASU.
Outreach	In order to attract more and more students and also to improve participation in skill education from the scheduled 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.	One outreach / promotional activity was conducted by putting up a stall by participating at Digital India Future Skill Summit 2024, held on 15 February 2024 at Guwahati University by the Assam Skill University project management team to address gender stereotyping in skills education and training programs, industries, and job roles. Contracts for the consulting

		<p>firm for market research and business development and Consulting firm for outreach support have been merged. The bid to onboard the consulting firm is still under review.</p>
Stipends, scholarships, and other financial aid for students	<p>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 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.</p>	<p>The scholarships provided by the Assam State Government which shall be applicable for the students of ASU are as follows –</p> <ol style="list-style-type: none"> <li><u><a href="#">Post-Matric Scholarship for Other Backward Caste Students, Assam</a></u>. The scheme is being offered by the Ministry of Social Justice and Empowerment and implemented by the Directorate of Welfare of Plain Tribes &amp; Backward Classes (DWPTBC), Government of Assam. Under this scheme, selected candidates will receive an annual academic allowance and tuition fees of up to ₹10,000.</li> <li><u><a href="#">State Sponsored Scheme for providing 'Special Incentive to Schedule Tribes (Plain) /Other Backward Caste/Most Other backward Caste Meritorious Students'</a></u></li> </ol>

	<p>provided by Department of Welfare of Plains Tribes &amp; Backward Classes' Govt. of Assam. This scholarship is to provide financial grants to ST (P)/OBC/MOBC Meritorious students who has secured 80% or above in Matriculation or 75% or above in 10+2 examination or 70% or above in Graduation or 65% or above in Post Graduation or equivalent grades. A fixed amount of Rs. 10,000/- for Matriculation, Rs. 15,000/- for students passing 10+2, Rs. 20,000/- for Degree students and Rs. 25,000/- for PG students will be provided under this grant to the beneficiaries approved by the Selection Committee.</p> <p>3. <a href="#"><u>Financial Assistance for Technical Courses given by Directorate of Tea Tribes and Adivasi Welfare, Assam.</u></a></p> <p>4. <a href="#"><u>Financial Support to the Students of North East Region for Higher Professional Courses (North East Council Merit Scholarship)</u></a></p> <p>5. <a href="#"><u>Ishan Uday Special Scholarship Scheme for North Eastern Region.</u></a></p>
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		<p>6. <a href="#"><u>National Scholarship for Postgraduate Studies.</u></a></p> <p>7. <a href="#"><u>Scheme Of 'Merit Cum Means Based Scholarship' for Students Belonging to the Minority Communities.</u></a></p> <p>8. <a href="#"><u>The Directorate of Welfare of Scheduled Castes and Other Backward Classes, Assam provides Assam SC Scholarship Scheme.</u></a></p> <p>Basically, these are centrally sponsored scheme of Pre-Matric and Post-Matric scholarships for the students of Assam belonging to Other Backward Classes (SC / MSC) for the academic year.</p>
Residential facilities for students, faculty, and staff	<p>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.</p>	After construction of the University campus
Career development programs and services, soft and language skills development programs.	<p>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</p>	After opening of the University and conducting of the skill education related classes

	development.	
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**

Sl No.	Responsible Agency	Activities/Action	Implementation Schedule/Timeline	Remarks
1	PMU, CS-05	Preparation of strategies to promote interest and enrolment of females and disadvantaged groups, including the scheduled tribe (ST) population at ASU		
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.	Contracts for the consulting firm for market research and business development and Consulting firm for outreach support have been merged. The bid to onboard the consulting firm is still under review.	The final plan and month wise/quarter wise timeline will be made after onboarding of the CS04 consultants which has been merged.

3	PMU, CS-05	Dissemination of information on scholarship and other financial aid schemes and programs to prospective students and their families through its student services.		
4	PMU, CS-05	Dissemination of information on ASU's residential facilities to all prospective students, faculty and staff from disadvantaged backgrounds including scheduled tribe (ST)		
5	PMU, CS-03	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.	ASU Management System and Operating System: M/s KPMG Advisory services Pvt. Ltd. in joint venture with Virginia tech India Research & Education Forum, Indian Institute of Technology, Kharagpur and Nettur Technical Training Foundation, mobilised on 06 April, 2023 and contract valid till 5 April, 2027. Status - Active	
6	PMU, CS-03	Design and delivery of skills education and training programs building on the existing skills among local	ASU Management System and Operating System: M/s KPMG Advisory services Pvt.	

		communities, including scheduled tribe (ST) communities in traditional trades	Ltd. in joint venture with Virginia tech India Research & Education Forum, Indian Institute of Technology, Kharagpur and Nettur Technical Training Foundation, mobilised on 06 April, 2023 and contract valid till 5 April, 2027. Status – Active.	
7	PMU, CS-01	Operation of GRM, monitoring, reporting and evaluation, and organisation of training workshops	Project Management Support: Ernst & Young LLP in JV with Vision EIS Consulting Pvt Ltd: Mobilised in 8th February 2022 and contract valid till 7th February 2027. Status – Active.	

## 7. Grievance Redressal Mechanism

### 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 1 – PTM, ASUP, in charge of the GRM (site level), 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 at the PMU level is headed by the GRO 2 - CEO, ASUP and Registrar, ASU, who 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 (GRO 1 - PTM, ASUP) 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 Project Technical Manager (PMU, ASUP), Site Engineer (PMU, ASUP), PMU Environment Specialist, PMU Gender and Indigenous Peoples Specialist, DPM, ASDM - Darrang, and one locally elected representative from Panchayat. The GRC-Site will be headed by Project Technical Manager (PMU, ASUP).

**GRC at PMU level:** GRC at PMU includes the CEO, ASUP & Registrar, ASU, DPD, ASUP, HR & Admin Executive (PMU, ASUP), PMU Gender and Indigenous People Specialist, PMU Environment Specialist, Communication Manager (PMU, ASUP) and Legal Advisor, ASDM. The Committee is headed by the CEO, ASUP & Registrar, ASU. 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 ASU 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 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 ASU website so that a complainant can register a complainant through e-mail as well.

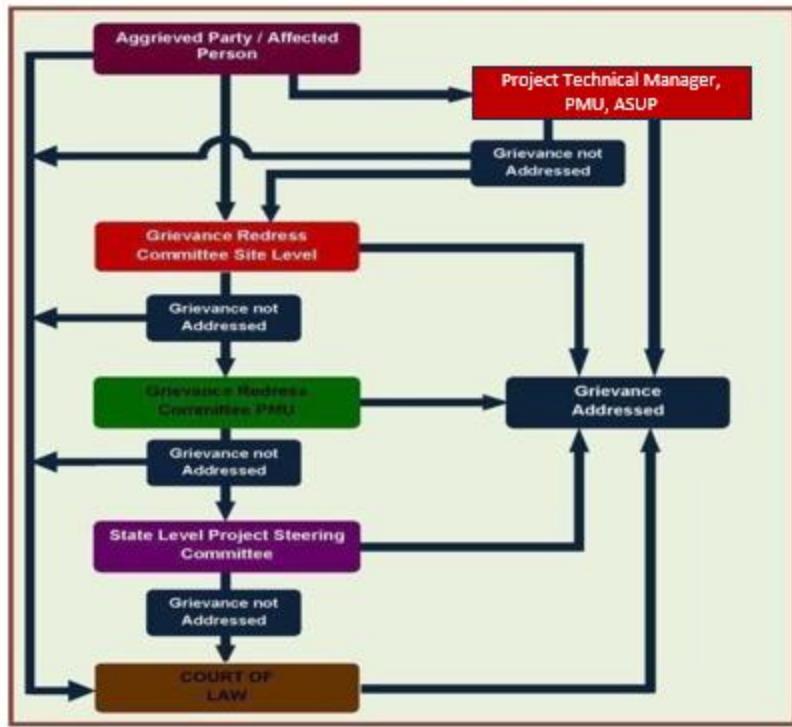


Figure 4: Grievance Redress Mechanism (ASU Project)

- 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.
- 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-4**. No grievances related to social safeguards have been received during the reporting period. The earlier GRC is dissolved due to drop out of some members and the new GRC is formed and attached here **[Annexure 1]**

## 8. Training, consultation and disclosure –

- a. **Public Consultations** - Public consultations / Focus Group Discussions (FGDs) are being organized at the site level on regular basis. Stakeholder consultations with multiple stakeholders i.e., women, community (including male, female, and youth) residing nearby the ASU boundary are being organized at the ASU site regularly. 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.

b. **Corrective Action Plan** – The corrective action plans and respective status are mentioned in Table 4.

**Table 4: Corrective Action Plan and Status**

Sl. No.	Actions	Responsibility	Timeline	Status
1	Submission of the semiannual social monitoring report for the period of February-July 2024	PMU and PMC	30 August 2024	The report will be submitted within the given timeline.
2	To ensure provide access road to zikzak area habitation	PMU, PMC, and contractors	30 August 2024	This action will be immediately initiated as the flood water dries up.
3	To ensure discharge of waste or overflow water to neighborhood land is stopped	PMU, PMC, and contractors	Immediately	A septic tank is under construction to ensure non – discharge of waste or overflow of water to neighborhood land <b>[Annexure: 2]</b>
4	Ensuring the removal of these non-functional manual tube wells required proper consultation with people and the community to confirm the no involuntary resettlement impacts.	PMU, PMC, and contractors	30 August 2024	A Consultation was held with local residents to confirm whether the tube wells located outside the ASU campus belongs to the residents. It was accordingly verified that these tube wells are exclusively utilized by local residents and not accessed by ASU site staff or workers. Additionally, residents affirmed that they do not use water from tube wells located at ASU sites. This consultation was made to clarify resource allocation and ensure proper management of local water sources. Additionally, an undertaking was also obtained from the Project Manager of the CW02 for the tubewells present

				inside the site and also to ensure removal of the tubewells after completion of the project <b>[Annexure 3 &amp; 4]</b>
5	Third-party validation of removal of a thatched structure from allotted land.	PMU and PMC	14 August 2024	The third-party validation certificate is taken from the Gaon Pradhan <b>[Annexure 5]</b>
6	Prepare the draft strategy for IPP which will include the guidelines of ASU	PMU and PMC	17 September 2024	This will be prepared within the given timeline.
7	Develop an action plan for implementing IPP needs to be developed, covering outreach activities, baseline information collection, training programs, and workshops	PMU and PMC	17 September 2024	This will be developed within the given timeline.
8	To ensure mobilization of social safeguards officer -contractor, CS02 contractor (CW-04)	PMU and contractor, CS02	31 July 2024	A letter of instruction has been shared to the contractor (CW-04) to mobilize social safeguards officer, vide letter no. ASDM/ASUP/196/2024/4 Dt 17/07/2024 <b>[Annexure 6]</b>
9	To conduct and ensure proper documentation of public consultations, and awareness campaigns such as minutes of meetings, photographs, attendance sheets, and actions taken on social issues in the annual social monitoring reports (SMR)	PMU and PMC	On-going basis till the closure of the Project	Maintained and will be disclosed in the next SSMR.
10	Continue maintaining the complaint registers at the PMU and contractors' site offices to record the complaints.	PMU, CS01, CS02	On-going basis till the closure of the Project	Maintained

## **9. 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. A 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 the public to access. Various safety signages and peg marks have been put up at ASU site (**Annexure 7 & 8**). More such banners and marking pegs will be disclosed at various places at the project site.

Overall development for the reporting period of (February 2024 to July 2024) six months have been moderately progressive against each output and indicator of the project related to Social Safeguards, GRM, and 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.

## Annexures

### Annexure 1: Three-tier grievance redressal committee of ASUP



ASSAM SKILL UNIVERSITY PROJECT  
Guwahati Office: 3<sup>rd</sup> Floor, DECT Office Complex, Rehbari, Guwahati – 781008

Ref.: ASDM/ASUP/2/2021/34

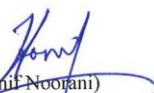
Dated Guwahati, the 16<sup>th</sup> August'2024

#### Officer Order

The competent authority hereby constitutes the following three-tier grievance redressal committee for addressing the concerns of ASUP at the site level, PMU level, at the state level:

Sl. No.	Name	Position
<b>Grievance redressal at the site level (Level 1)</b>		
1	Mr. Paresh Deka, Project Technical Manager, PMU, ASUP	Grievance Redressal Officer 1
2	Mr. Yashman Angira, Site Engineer, PMU, ASUP	Internal Member
3	Dr. Sanghita Dutta, Environment Specialist, PMU, ASUP	Internal Member
4	Ms. Syeda Mehzebin Rahman, Gender and Indigenous Peoples Specialist, PMU, ASUP	Internal Member
5	Mr. Deepjyoti Baishya, DPM, Darrang, ASDM	External Member
6	Elected representative of Panchayat, Moamari, Darrang	External Member
<b>Grievance redressal at the PMU level (Level 2)</b>		
1	Mr. Hanif Noorani, CEO, ASUP & Registrar, ASU	Grievance Redressal Officer 2
2	Mr. Himalay Sarma, DPD, ASUP	Internal Member
3	Mr. Durlov Borgohain, HR and Admin Executive, PMU, ASUP	Internal Member
4	Dr. Sanghita Dutta, Environment Specialist, PMU, ASUP	Internal Member
5	Ms. Syeda Mehzebin Rahman, Gender and Indigenous Peoples Specialist, PMU, ASUP	Internal Member
6	Mr. Rupom Chetia Bora, Communication Manager, PMU, ASUP	Internal Member
7	Ms. Manoshi Phukan, Legal Advisor, ASDM	External Member
<b>Grievance redressal at the State level (Level 3)</b>		
1	Principal Secretary, Skill, Employment and Entrepreneurship Department, Govt. of Assam,	Grievance Redressal Officer 3

This committee comes into force with immediate effect and would continue till further orders.

  
(Hanif Noorani)  
Chief Executive Officer  
Assam Skill University Project

Memo No. ASDM/ASUP/2/2021/34-A

Dated Guwahati, the 16<sup>th</sup> August'2024

Copy to:

1. The concerned officials
2. Office copy

## Annexure 2: Septic tank is under construction



## Annexure 3: Consultation with local residents about functional/nonfunctional tubewells

\* Consultation with local residents about functional/non functional tubewells.  
Stakeholder consultation

Date: 17.07.2024 Time: 11.30 AM  
Venue: ASU Main Campus, Mangaldoi  
Stakeholder type: Local residents, PMU, ASUP, HSE Manager

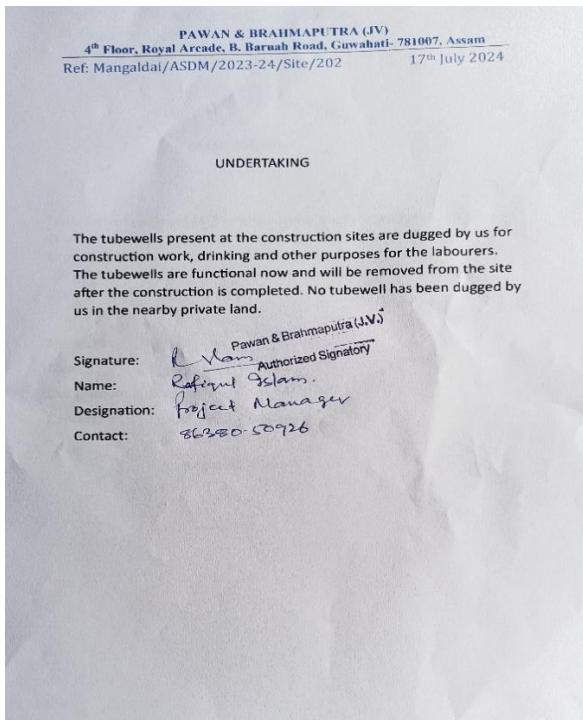
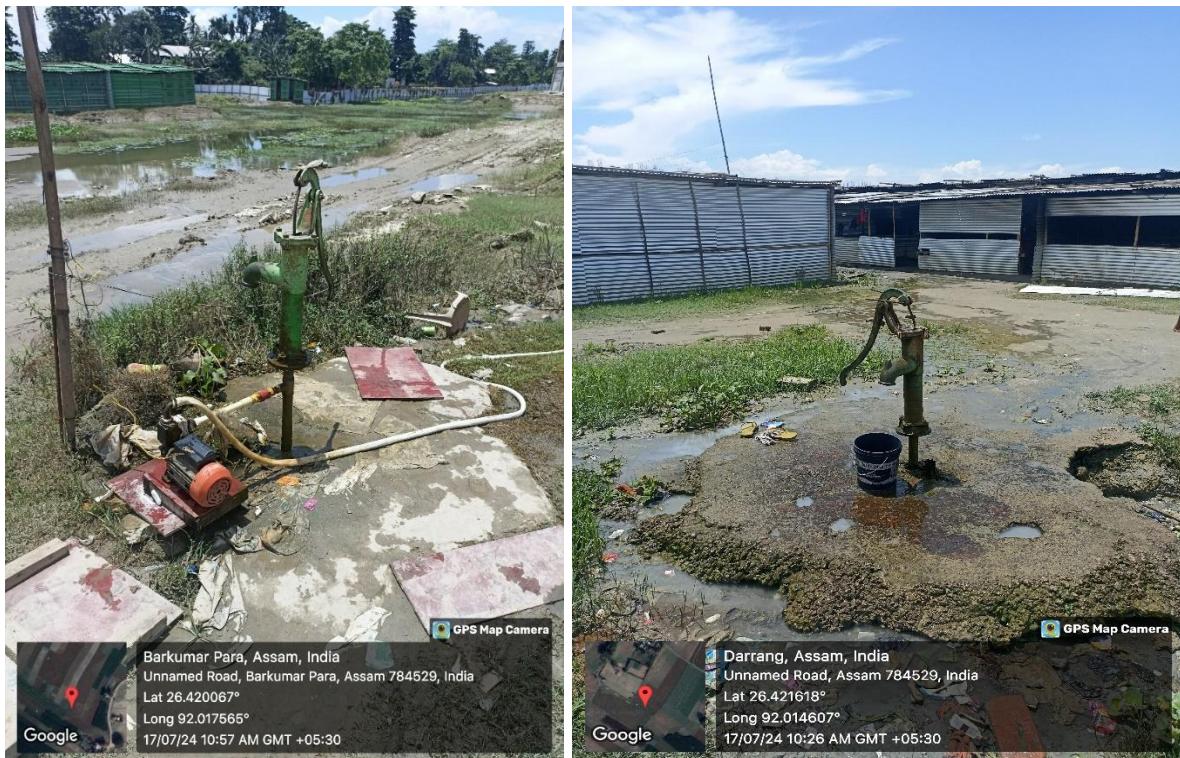
Sl. No.	Name	Organization/Designation	Gender	Signature	Ph/Email
1	Dewanti Devi	Local	F		
2	Sabita Choudhury	"	F		
3	Lakhi Devi	"	F		
4	Sabita Choudhury	"	F		
5	Biswajit Roy	HSE Manager	M		9835777667
6	Sangita Datta puu, ASUP	F	S. Datta		9876396935
7	Syeda Mehbooba khanam	PMU, ASUP	F		9864876272
8					
9					
10					
11					
12					
13					
14					
15					
16					
17					
18					





**Summary of the Consultation** - A Consultation was held with local residents to confirm whether the tube wells located outside the ASU campus belongs to the residents. It was accordingly verified that these tube wells are exclusively utilized by local residents and not accessed by ASU site staff or workers. Additionally, residents affirmed that they do not use water from tube wells located at ASU sites. This consultation was made to clarify resource allocation and ensure proper management of local water sources. Additionally, an undertaking was also obtained from the Project Manager of the CW02 for the tubewells present inside the site and also to ensure removal of the tubewells after completion of the project.

#### Annexure 4: Tubewells at site for construction and other uses and undertaking from CW02



## Annexure 5: Third Party validation certificate

### Third Party Validation Certificate

This is to certify that Shri Kartik Chouhan, having constructed a temporary structure on Government land within the boundary of Assam Skill University in the month of May 2022, has voluntarily removed said structure on 4th April 2023.

Shri Kartik Chouhan has affirmed that -

- The temporary structure was not used for staying.
- There is no objection to its removal from the current area.
- The removal has been carried out voluntarily without any demand for cash or in-kind compensation.
- There are no concerns or objections from Shri Kartik Chouhan regarding the construction and completion of Assam Skill University in the aforementioned area.

This certificate serves as a formal validation of the above statements and confirms the compliance and cooperation of Shri Kartik Chouhan in the development of Assam Skill University.

ইয়াৰ দ্বাৰা প্ৰমাণ কৰা হয় যে শ্ৰী কাৰ্তিক চৌহানে 2022 চনৰ মে "মাহত অসম দক্ষতা বিশ্ববিদ্যালয়ৰ সীমাৰ ভিতৰত চৰকাৰী ভূমিত এটা আহারী গাঁথনি নিৰ্মাণ কৰি 2023 চনৰ 4 এপ্ৰিলত থেছাই উক্ত গাঁথনিটো আৰ্তবাই পেলাইছিল।

শ্ৰী কাৰ্তিক চৌহানে নিশ্চিত কৰিছে যে -

- আহারী গাঁথনিটো থকাৰ বাবে ব্যৱহাৰ কৰা হোৱা নাছিল।
- বৰ্তমানৰ অঞ্চলৰ পৰা ইয়াক আৰ্তবারাত কোনো আপত্তি নাই।
- নগদ ধন বা কোনো ধৰণৰ ক্ষতিপূৰণৰ দাবী নকৰাকৈ থেছাই এই অপসাৰণ সম্পন্ন কৰা হৈছে।
- উপৰোক্ত অঞ্চলত অসম দক্ষতা বিশ্ববিদ্যালয়ৰ নিৰ্মাণ আৰু সম্পূৰ্ণকৰণ সমৰ্ভত শ্ৰী কাৰ্তিক চৌহানৰ ফলৰ পৰা কোনো উদ্বেগ বা আপত্তি নাই।

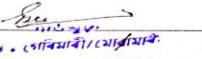
এই প্ৰমাণপত্ৰই ওপৰোক্ত বিবৃতিবৰ আনন্দানিক বৈধতা হিচাপে কাম কৰে আৰু অসম দক্ষতা বিশ্ববিদ্যালয়ৰ বিকাশত শ্ৰী কাৰ্তিক চৌহানৰ অনুপালন আৰু সহযোগিতা নিশ্চিত কৰে।

Certified by:

Validator's Name - *Gajendra Deo*  
Position/Title - *প্ৰৱৰ্তী*

Organization/Institution -

Contact Information - *99 52098451*

Validator's Signature:   
Date: *২০/৭/১০/২৪*

### UNDERTAKING CERTIFICATE

This is to certify that the temporary structure that I made in the Government land within Assam Skill University boundary on the month of May 2022 has been removed by me today on 4/4/2023. I did not use this structure for staying and I do not have any problem in removing it from the current area. I am voluntarily removing it and I do not want any in cash or in-kind compensation for this purpose. There will be no any concern from my side in construction and completion of Assam Skill University here.

ইয়াৰ দ্বাৰাই মই জনাওঁ যে, ২০২২ চনৰ মে মাহত অসম দক্ষতা বিশ্ববিদ্যালয়ৰ সীমাৰ ভিতৰৰ চৰকাৰী ভূমিত মই যি অস্থায়ী গাঁথনি নিৰ্মাণ কৰিছিলোঁ সেইয়া ৪/৪/২০২৩ তাৰিখে আঁতৰাই দিয়া হ'ল। এই গাঁথনিটো মই থকাৰ বাবে ব্যৱহাৰ কৰা নাছিলোঁ আৰু ইয়াক বৰ্তমান স্থানৰ পৰা আঁতৰোৱাত মোৰ কোনো আপত্তি নাই। মই স্বেচ্ছাই ইয়াক আঁতৰাইছো আৰু উক্ত উদ্দেশ্যৰ বাবে মই নগদ টকা বা বস্তুগত ক্ষতিপূৰণ বিচৰা নাই। অসম দক্ষতা বিশ্ববিদ্যালয়ৰ নিৰ্মাণ সম্পূৰ্ণ হোৱাত মোৰ কোনো বাধা নাথাকিব।

Name of the owner:



Signature:

Date: ২০২৩ অক্টোবৰ ১৫

Place:

২০২৩ অক্টোবৰ ১৫

Witness name: **YASHMAN ANGIRAS**  
SITE ENGINEER

ASOP

Signature:

Date:

4/4/2023

Place:

Mangaldoi

Third party verification details:

Name: **জৈজন্ম সুমিৰু** - ৮০১১০৯৭৭০১

Department: **স্বেচ্ছা প্রকল্প কেন্দ্ৰ**

Designation:

Comment (if any):

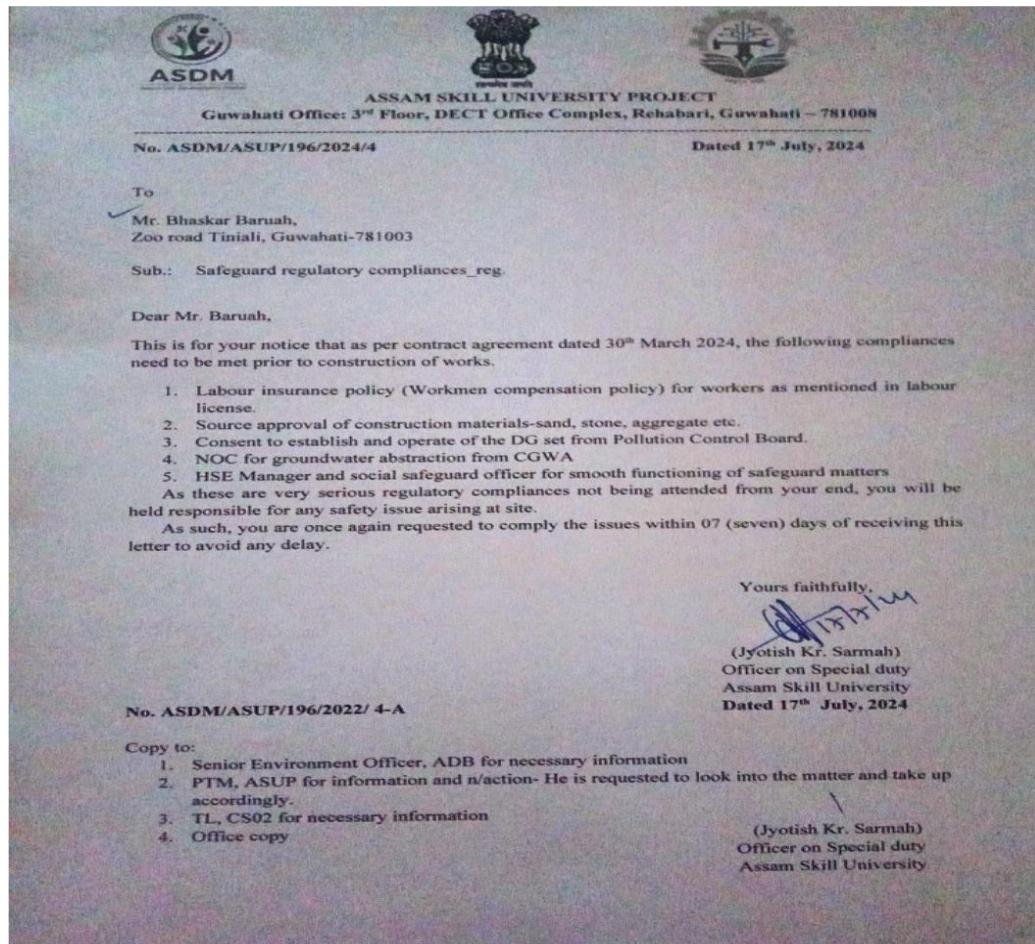
Signature:

4-4-2023  
**Gajendra Sahu (Gram Panchayat)**

Date:

Place: **জৈজন্ম**

## Annexure 6: Letter to CW04 Contractor for Social safeguard officer



## Annexure 7: Photographs of marking pegs at ASU site in areas close to habitations



### Annexure 8: Photograph of project information board in local language at ASU site

